



# Trane Technologies

## *Hourly Positions*

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[Material Handler – Driver](#)

[Machine Operator](#)

[Machinist](#)

[Painter](#)

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## *Salaried Positions*

*(Click for descriptions)*

[Electrical Engineer](#)

[Mechanical Engineer](#)

[Quality Engineer](#)

[Human Resources](#)

[Marketing](#)

[Finance / Accounting](#)

[Production Planner](#)

[Production Supervisor](#)

*Position Descriptions Follow*



# Trane Technologies

## Assembler

### Purpose

Support the manufacturing process by assembling semi-complex components into finished goods in a repetitive manner

### Contributions

- Somewhat repetitive assembly, can assemble multiple parts of a finished good and use a standard decision matrix to determine assembly requirements (limited variability, some decision making required)
- Can work on a 2 to 3 different parts of the assembly line

### Technical Skill

- Ability to use simple hand tools, ability to read simple blueprints and schematics on several different components of the assembly process
- Can set up simple assembly machines such as cranes or large hand tools

### Communications

- Typically work on a team on a production line with direct supervision, and can work on multiple teams or parts of the assembling process
- Ability to train others

### Experience Expected

- Training time varies between 3 weeks and 3 months
- Previous experience in assembly in a manufacturing environment
- Demonstrated safety acumen
- Experience reading blueprints/schematics



# Trane Technologies

## Material Handler - Driver

### *Purpose*

Moves goods and material within a production environment using a Powered Industrial Vehicle (PIV)

### *Contributions*

- Loading, unloading, or moving goods and material from one location to another with a forklift or other PIV

### *Technical Skill*

- Works on a PIV, operates warehouse computer software with moderate expertise.

### *Communications*

- Works on a team with moderate supervision

### *Experience Expected*

- Attention to detail
- Safety training
- Vehicle Training



# Trane Technologies

## Machine Operator

### Purpose

Responsible for the set-up, calibration, and operation of machines in the production process to create a part

### Contributions

- Creates parts based on blueprints or models that have variability or multiple stages of requirements
- Can clean the machine and perform simple maintenance

### Technical Skill

- Can set-up simple machines, can read blueprints and do calculations related to programming machinery, can operate 2 machines simultaneously
- Use precision tools

### Communications

- Typically works alone or on a small team, takes verbal and written instruction

### Experience Expected

- Experience as an assembler in a production environment
- Mathematical acumen
- Ability to read blueprints and models
- Experience as a machine operator



# Trane Technologies

## Machinist

### Purpose

Utilize industrial machines to turn raw materials into finished products or parts in the production process

### Contributions

- Can fabricate, modify, and repair machined parts or instruments
- Can use multiple different types of machine tools such as grinders, cutters, and milling machines
- Can program and operate multiple industrial machines

### Technical Skill

- Includes determining dimensions and tolerances required to make a finished piece.
- Can operate multiple machines simultaneously
- Knowledge of metal properties and machining procedures

### Communications

- Works alone or on a small team, works with limited supervision, will sometimes communicate with engineering or other production support functions
- Sometimes works machine manufacturer for additional training or updates
- Can train others on their position

### Experience Expected

- Typically a 1-2 year vocational program or associates degree
- Mathematical acumen
- Mechanics acumen
- Previous experience as a machinist



# Trane Technologies

## Painter

### Purpose

Responsible for mixing paints, primer, and painting of parts or finished product in a simple environment with limited variability

### Contributions

- Maintains paint shop chemical inventory
- Read schematics and mixes required paints
- Paints parts and products for use in production or final sale
- Cleans and disposes of chemical waste related to the paint department in compliance with EHS standards.

### Technical Skill

- Ability to mix proper chemicals required for painting
- Utilize paint machinery such as spray painters, paint booth, industrial mixers, and more
- Ability to operate a forklift
- Ability to read schematics, customer orders, and requirement documents
- Simple mathematical skills such as measurement conversions

### Communications

- Typically works alone or on a small team with limited supervision
- Frequent communications with the quality department and inventory departments

### Experience Expected

- Experience or training as a painter in a production environment
- Experience in a production environment
- Demonstrated learning agility



# Trane Technologies

## Welder

### Purpose

Responsible for welding material together in the production process to create a finished good

### Contributions

- Welds pieces together as part of the assembly process in a complex manner, requires multiple routes.
- Welding with variation in tools, material, or process
- Follows standard work and quality requirements with some variability

### Technical Skill

- Ability to read blueprints and weld diagrams and interpret weld specifications and properly space welds depending upon diagrams
- Ability to make some decisions in welding requirements
- Ability to repair minor quality issues
- Middle level weld ability
- Knowledge regarding physical properties and welding characteristics of metal, effects of heat, welding shrinkage, welding techniques and allowance for thickness

### Communications

- Works on a small team
- Works under direct supervision
- Ability to teach others simple welding techniques

### Experience Expected

- Experience in a production environment
- Previous experience as a welder for typically 1 or more years
- Mathematical acumen such as ability to interpret fractions, decimals, multiplication and division
- Additional Welding certifications will be required



# Trane Technologies

## Brazer

### Purpose

Responsible for brazing material together in production process to create a finished good through melting a filler metal to join 2 pieces together.

### Contributions

- Perform repetitive braze operations with little variation
- Set-up and braze basic assemblies in department with assistance
- Ability to make minor adjustments to braze depending up little variation in job requirements
- Follow standard work and check quality requirements

### Technical Skill

- Ability to read blueprints and weld diagrams
- Beginner level braze ability
- Some knowledge regarding physical properties and metal characteristics in which they are working with daily and
- Learning techniques and allowance for metal heat and requirements

### Communications

- Works on a small team or in one on one training
- Works under direct supervision

### Experience Expected

- Experience in a production environment
- Typically must pass a preliminary ability test to begin training
- Mathematical acumen such as ability to interpret fractions, decimals, multiplication and division





# Trane Technologies

## Maintenance

### Purpose

Supports the production environment with simple repairs, building maintenance, and commonly occurring maintenance issues that require minimal training

### Contributions

- Works on the maintenance team to make repairs to the building, perform preventative maintenance, landscaping, office equipment and other maintenance issues that require basic skills and problem solving
- Can replace HVAC filters and perform minor HVAC work
- Simple painting projects with limited scope
- Order replacement parts and replace simple building components
- Simple plumbing repairs
- Simple carpentry work that supports building repairs

### Technical Skill

- Ability to read and understand technical manuals
- Ability to paint and perform minor plumbing repairs
- Ability to work with various hand tools such as drills, saws, hammers, etc
- Knowledge and experience doing simple maintenance work related to building care
- Knowledge of HVAC systems

### Communications

- Can work independantly or on a small time
- Communications with all levels on the production floor
- Will sometimes communicate to suppliers or external stakeholders for equipment needs

### Experience Expected

- Experience in the maintenance field
- Ability to problem solve
- Simple mathematical skills such as addition, subtraction, and fractions
- High learning agility
- Possible certifications required



# Trane Technologies

## Quality Technician

### Purpose

Compares the physical characteristics of components, materials, equipment, and products to technical specifications to identify defects and make repairs

### Contributions

- Checks, tests, and inspects raw materials, goods in process, and finished goods
- Records results for technical reporting
- Can make repairs or modifications to defects
- Uses industrial machinery or hand tools to make repairs

### Technical Skill

- Ability to use hand tools
- Ability to use measuring equipment
- Deep technical knowledge of finished good and its operating components

### Communications

- Works alone with limited supervision on a small team and communicates to production team members and supervisors on a consistent basis
- Ability to communicate using a computer

### Experience Expected

- Ability to read blueprints and product specifications
- Acumen with basic mathematics (adding, subtracting, measurements)
- Strong attention to detail
- Experience as a quality inspector in the past
- Technical certifications may be required



# Trane Technologies

## Material Planner

### Purpose

Support the purchased material planning process and provide daily support to production and management in regards to materials.

### Contributions

- Supports in ensuring the availability of materials in order to avoid production downtime or shortages. Supports with managing inventory levels through transactional tasks

### Technical Skill

- Requires moderate computer skills and attention to detail and advanced customer service skills

### Communications

- Works on a small team with moderate supervision, operates within a single plant.
- Communicates to local and internal stakeholders, primarily the manager and plant purchasing team

### Experience Expected

- Previous experience on a computer and with working with suppliers
- Experience performing simple analysis and decision making
- Experience in a production environment



# Trane Technologies

## Production Scheduler

### Purpose

Supports in monitoring and scheduling of production activity and the flow of materials to ensure timed production requirements are met.

### Contributions

- Plans delivery timetables and communicates to customers
- Ensure inventory is in place for order fulfillment
- Monitor stock levels
- Adjust production schedules based off backlogs, labor or material shortages
- Prepare work orders for production requests

### Technical Skill

- Typically works on a computer
- Might perform simple analysis or problem solving
- Ability to organize and prioritize

### Communications

- Works directly with production scheduling team
- Communicates across the plant at times and to external suppliers or customers

### Experience Expected

- Previous experience on a computer and with production scheduling programs
- Experience performing simple analysis and decision making
- Experience in a production environment



# Trane Technologies

## Electrical Engineer

### Purpose

This Electrical Design Engineer is responsible for unit electrical system designs for Trane HVAC Commercial products. Responsibilities include main unit control panel and auxiliary control panel design and layout as well as selection and qualification of electrical and electro-mechanical power components, electrical wiring, transformers, circuit breakers, contactors, overloads, variable frequency drives, solid state starters and wye-delta starters. This position will generate unit electrical designs, control panel prototypes, test documentation and reports along with product documentation necessary to release unit designs to production. Further equipment responsibilities also include integrating the following types of pre-engineered devices into the unit design: low voltage sensors, wireless and wired interconnection devices, and Trane developed HVAC control electronics.

### Job Summary

- .Become familiar with Trane Commercial Chillers, Rooftops, and Air Handler products.
- .Develop control box layout designs, wire harness routing and transformer load calculations.
- .Develop laboratory test plans and analyze test data.
- .Provide guidance and leadership to designers, lab technicians and other team members.
- .Execute a wide variety of electrical or quality and productivity improvement projects.
- .Develop and/or update Trane electrical purchased part engineering drawings and standards.
- .Both domestic and international travel may be required. Estimated travel is 10%.

### Qualifications

- .Bachelor's Degree in Electrical Engineering or Electrical Engineering Technology and 0-2 years of electrical engineering or product design experience is required.
- Strong interest in HVAC applications and operating conditions for refrigeration equipment.
- Knowledge of the appropriate product safety and design standards; including but not limited to UL/CSA 1995, UL508, UL508A, National Electric Code, ANSI Z21.47, ASHRAE 90.1, etc.
- Basic experience with 3D-CAD applications such as ProE is a plus but not required.
- Able to function as a team member on cross-functional product engineering teams, and deliver on select design elements for projects.
- Strong verbal and written communication skills – ability to communicate up, down, and across the organization.
- Ability to quickly and efficiently understand and organize information necessary to make engineering decisions



# Trane Technologies

## Mechanical Engineer

### Purpose

The Mechanical Design Engineer is a key member of the product development team which works closely with other Engineering teams, such as the Test Lab, Manufacturing and Product Management to create competitive designs for Trane Commercial HVAC equipment. The selected individual must have the technical expertise to support product design projects, product validation testing, drive to root cause for quality & reliability issues, interpret technical agency standards and conduct projects in accordance with standard engineering and stage gate PDP practices.

### Job Summary

- Meet the needs of internal and external customers, through documenting, understanding and prioritizing customer requirements.
- Apply technical expertise to solve design problems or to gauge appropriateness of product to various applications.
- Participate on project teams to meet performance, reliability, cost and schedule objectives.
- Create and maintain engineering documentation; including technical reports, lab test results, drawings, and specifications.
- Conduct design FMEAs; develop and execute resulting risk mitigation plans.
- Provide technical support to laboratory technicians, manufacturing engineering, suppliers, technical service and operations.
- Both domestic and international travel may be required. Estimated travel is 10%.

### Qualifications

- Bachelor's Degree in Engineering or Engineering Technology and at least 0-2 years of engineering or product design experience is required.
- Able to function as a team member on cross-functional product engineering teams, and deliver on select design elements for projects.
- Strong verbal and written communication skills – ability to communicate up, down, and across the organization.
- Knowledge of Heating, Ventilation & Air-Conditioning/Refrigeration (HVAC/R) fundamentals.
- Excellent analytical, mathematical, project management and problem-solving skills.
- Ability to quickly and efficiently understand and organize information necessary to make engineering decisions.



# Trane Technologies

## Quality Engineer

### Purpose

The Quality Engineer will effectively administer the Quality Management System in accordance with current procedures and work instructions, and will collaborate with Manufacturing Engineering, Operations, Program Management, and Supply Chain to meet customer expectations.

### Job Summary

- Support operations when quality issues arise to maintain production
- Manage the rejection process for manufactured product and supplied components
- Partner with Operations and Manufacturing Engineering to investigate root causes and drive implementation of corrective and preventive actions for customer complaints and internal issues. Leverage common problem solving tools (9 Step, 8D, A3)
- Administer the deviation process
- Lead ISO internal audits
- NPD/Engineered projects
- Determine and execute continuous improvement opportunities

### Qualifications

- Bachelor's Degree in Engineering
- 2+ years Engineering experience in an assembly manufacturing environment, including blueprint reading and using various measuring equipment (CMM)
- Skilled in investigation of root causes and driving implementation of corrective and preventive actions for customer complaints and internal issues.
- Experience using common problem solving tools, preferably 9 Step, 8D, A3
- Ability to organize tasks and manage time to complete multiple assignments simultaneously.
- Ability to communicate at all levels within business and with suppliers, etc.



# Trane Technologies

## Human Resources - Intern

### Purpose

Trane's 12-week summer internship opportunity offers candidates working toward their Master's in Human Resources exposure to a variety of specialization and generalist assignments, including Talent Management, Workforce Planning, Talent Acquisition, Operational Excellence, Organizational Development and Manufacturing & Sector/Corporate level Generalist assignments.

Here at Trane Technologies, we value our people and their development. Through our EPIC program, participants will have an opportunity to interview for our full-time, post-graduate Accelerated Development Program for Human Resources.

### Successful Candidate Profile

- We are looking for performance-driven, innovative leaders who understand the importance of collaboration and customer focus.
- Collaborate with others to foster effective teamwork by linking own responsibilities to the team's goals and needs - zeal for new information, knowledge, and experiences; regularly seeking and capitalizing on learning opportunities
- Take prompt action to accomplish goals and take initiative to go above and beyond what is required
- Willing to be mobile and relocate anywhere in the United States
- Pursuing a MS degree in Human Resources, Labor Relations, or MBA with HR concentration with a cumulative overall GPA at or above 3.0
- Demonstrated leadership skills such as: campus organizations, sports team captain, resident advisor, etc. or exceptional leadership of work projects
- Minimum Work Experience: 2 years of professional work experience plus 1 HR internship, or 6 months of relevant HR work experience, or an equivalent combination
- U.S. citizen or have the legal right to work in the U.S. without requiring sponsorship now or in the future





# Trane Technologies

## Marketing - Intern

### Purpose

Trane Technologies Enterprise Program for Interns and Co-ops (EPIC) provides current college students with challenging assignments, leadership training, valuable exposure to our company's senior leaders and opportunities to network. Our 12-week summer EPIC opportunity offers candidates working toward their Bachelor's in Marketing, or Business with a Marketing emphasis, exposure to variety assignments which could include: Market Research and Segmentation, Brand Development/Management, Customer and Supplier Relations, Channel Development/Management, Demand Creation and Forecasting, Tradeshow and Promotions, Product Management and Social Media Development.

Here at Trane Technologies, we value our people and their development. Through our EPIC program, participants will have an opportunity to interview for our full-time, post-graduate Accelerated Development Program for Marketing

### Successful Candidate Profile

- We are looking for performance-driven, innovative leaders who understand the importance of collaboration and customer focus.
- Collaborate with others to foster effective teamwork by linking own responsibilities to the team's goals and needs - zeal for new information, knowledge, and experiences
- Collect and study market and customer information to assist in making recommendations about markets to target and solutions, products, and services to offer.
- Identify complex problems and review related information to develop and evaluate options and implement solutions.
- Willing to be mobile and relocate anywhere in the United States
- Pursuing a BS/BA in Marketing or Business with a Marketing Emphasis - with a cumulative overall GPA at or above 3.0
- Minimum Work Experience: At least one internship or work experience
- Demonstrated leadership skills such as: campus organizations, sports team captain, resident advisor, etc. or exceptional leadership of work projects
- U.S. citizen or have the legal right to work in the U.S. without requiring sponsorship now or in the future



# Trane Technologies

## Accountant

### Purpose

This position will provide financial information by researching and analyzing accounts. This position will assist in month end close duties such as preparing journal entries, providing data for business units, and reconciling balance sheet accounts.

### Job Summary

- Provides timely and accurate assistance with monthly closing of revenue and cash
- Reviews and processes information to create journal entries in the general ledger
- Prepares, records, analyzes and reports accounting transactions and reviews for completeness, accuracy and compliance with GAAP
- Assists Sr Accountant and Accounting Mgr to prepare timely and accurate financial reports for the business units and RTR leadership.
- Prepares balance sheet account reconciliations
- Helps address SBU inquiries and requests timely. Partners with the business and other corporate functions to perform account analysis
- Supports process standardization across all the different businesses and systems
- Addresses requests from Internal/External Audit and Compliance function.

### Qualifications

- 0-2 years of accounting related experience required
- Bachelor's degree in accounting, business or finance required
- Familiarity with GAAP, company policy (FICAP), internal controls, and Sarbanes-Oxley legislation preferred
- Knowledge of General Accounting, ability to interpret and administer accounting policies required
- Knowledge of Trane Technologies reporting structure and systems preferred (Oracle, Hyperion, Mfg-Pro), Strong PC skills required: Microsoft Office Suite (with Excel emphasis)



# Trane Technologies

## Production Planner

### Purpose

Prepare schedules for shipping and receiving materials to control flow of goods, implement materials handling procedures, and monitor the cost and effectiveness of activities to optimize resources. You will also oversee the maintenance of inventory control systems that track the status of purchase orders, inventory levels, and production requirements. Interprets inventory requests, production schedules, orders, and other documents to co-ordinate materials handling activities with the organization's current and anticipated demand for goods and materials.

### Job Summary

- Coordinate material requirements.
- Establish production manufacturing priorities for the customer demands consistent with master scheduling requirements, inventory objectives, and service level goal
- Develop new product group schedules with requirement of the manufacturing build schedule
- Implement production tools for building to actual customer demands, Kanbans, prioritizing builds, expediting and automating transactions per Lean concepts.
- Manage aftermarket planning.
- Manage rejected and rework product planning.
- Coordinate manufacturing activities and monitors schedule performance against plan to maintain priorities and meet established schedules.
- Meet daily with cross-functional team to resolve delayed customer shipments, component shortages, overtime, priorities, and identified problems.
- Work the critical shortage reports on a daily basis and updates the appropriate cause codes for service level reporting. Identifies and resolves problems.
- Participate in identification and recommends disposition of obsolete and surplus assembly inventory.

### Qualifications

- Bachelor's degree preferred; 2-5 years of relative experience required in lieu of degree.
- APICS Certification in Production and Inventory Management (CPIM) preferred.
- Experience with rate based or flow line (non-MRP) and job shop manufacturing environments.
- At least two years' experience in operations, inventory management, MRP and lean manufacturing processes.
- Experience with visual management systems



# Trane Technologies

## Production Supervisor

### Purpose

Supervise and coordinate daily operation of production shift with responsibility for achieving quality and cost effectiveness in an on time and efficient manner. Responsible for implementing and driving change in a high volume, fast-paced, lean manufacturing environment. Interacts daily with department supervisors/leaders in Operations, Quality, Human Resources, Finance, Materials, Engineering, and Continuous Improvement.

### Job Summary

- Responsible for overall performance of assigned work group, including safety, quality, cost and output schedule performance.
- Supervises the activities of production or plant associates to achieve objectives with regard to quality, cost and time. Evaluates the performance of associates and completes necessary reports. Recommends merit increases and training/development needs.
- Supervises the utilization of materials to assure an appropriate amount of parts are available to maintain smooth production flow; identifies wasteful practices and methods; reports any problems/concerns with viable solutions to the Manager, Production; and, reports suggestions recommended by associates for procedure change, etc.
- Actively support plant programs and goals, including but not limited to: units per man hour, safety and 5S, quality, customer availability, TAKT attainment, and cost as measured by overall plant performance.
- Identify opportunities for improvement; implement improvement plans, lead daily problem-solving activities within teams for process improvements, develop department budgets and ensure they are to plan.
- Provide for effective associate relations within manufacturing by ensuring that employment practices are fair and consistent. Ensure adherence to standard work, including plant work rules, collective bargaining agreement and payroll compliance (if applicable)
- Implement plant wide communication plans and initiatives with employees in area of responsibility. Serve as primary communication vehicle between leadership team and production employee.

### Qualifications

- Bachelor's Degree or business degree preferred.
- 1 to 3 years of manufacturing experience.
- Must possess sound interpersonal skills and demonstrated ability to work effectively in a team environment.
- Excellent problem solving and conflict management skills.
- Lean or Six Sigma Experience Preferred
- Supervisory experience preferred.