Robotics/Controls Engineer

Your tasks

The Automation Controls Engineer provides hands-on technical leadership and controls engineering expertise for robotics, automation, and manufacturing systems while coordinating daily activities to support safe, reliable, and efficient production. This role serves as the primary point of contact for automation and controls priorities, communicates critical issues, and promotes effective collaboration among automation and robotics technicians, maintenance, engineering, operations, and supervision.

Success is measured through disciplined safety and LOTO practices, timely communication, project execution, and shared accountability for OEE, scrap, equipment reliability, and safety compliance.

The expected annual salary range for this role is $77,000 - $126,000 a year depending on experience. This position is also eligible for a variable incentive program.

Design, Development & Implementation

- Develop automation and controls concepts based on process requirements, manufacturing standards, and design guidelines
- Design, develop, test, and implement PLC, HMI, SCADA, motion control, and data acquisition software using Beckhoff TwinCAT and Allen-Bradley Studio 5000 platforms
- Review equipment and production concepts including safety risk assessment, mechanical design, electrical controls, robotics, vision, and industrial communications
- Select, evaluate, and integrate automation components, controls hardware, sensors, actuators, safety devices, and robotic systems (Staubli, Universal Robots, Epson)
- Support FAT, SAT, commissioning, and production release of new equipment; coordinate line moves, installations, and project handoffs

Operations, Maintenance & Troubleshooting

- Develop and maintain PLC software, HMI screens, control logic, machine diagnostics, and system alarms for new and existing equipment
- Configure and support industrial networks (EtherCAT, Ethernet/IP, Profinet, Modbus TCP) and troubleshoot servo drives, VFDs, motion systems, and safety PLCs
- Diagnose and resolve mechanical, pneumatic, electrical, communication, and control-system issues to minimize downtime
- Perform preventive maintenance including calibration, lubrication, testing, validation, and safety checks
- Lead root cause analysis and implement corrective actions to reduce repeat failures and improve MTTR, MTBF, and equipment reliability

Production Support & Continuous Improvement

Job ID
REF12028V

Field of work
Industrial Engineering

Location
New Braunfels

Leadership level
Leading Self

Legal Entity
AUMOVIO Autonomous Mobility US, LLC

- Serve as escalation point for production support and prioritize issues based on safety, quality, and production impact
- Analyze downtime, scrap, cycle time, and OEE data to identify improvement opportunities and lead efforts to meet production goals
- Support integration and optimization of AMR/AGV systems, vision systems, and automation controls
- Create and maintain automation dashboards and data visualization tools for decision-making
- Evaluate new technologies including AI-enhanced vision, advanced safeguarding, and Industry 4.0 solutions to enhance production capability and reliability

Training, Mentoring & Subject Matter Expertise

- Execute automation, robotics, and controls training based on qualification requirements
- Mentor and train technical personnel on machine maintenance, controls troubleshooting, robotics, safety, and diagnostic techniques
- Act as automation and controls subject matter expert by providing advanced troubleshooting guidance and developing troubleshooting guides and training materials
- Participate in on-call rotation supporting robotics, automation, and controls functions

Your profile

WHAT YOU BRING TO THE ROLE

• Bachelor's degree in Electrical Engineering, Controls Engineering, Automation Engineering, Mechatronics, or related engineering field
• Exposure to programming, troubleshooting, and supporting PLC-based manufacturing equipment
• Knowledge of Beckhoff TwinCAT and/or Allen-Bradley Studio 5000 platforms or related PLC
• Ability to understand, install, troubleshoot, and document motor controls, industrial networks, sensors, pneumatics, and safety circuits
• Strong electronics, electrical, mechanical, and pneumatic troubleshooting capability
• Ability to read electrical schematics, mechanical drawings, controls documentation, and programming documentation
• Strong time management skills with ability to manage multiple priorities, people, and production demands
• Clear communication skills and ability to collaborate with maintenance, engineering, production, suppliers, and management

- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.
- Relocation assistance is not offered for this position.

Physical Requirements and Work Environment:

- Ability to work on a manufacturing shopfloor environment
- Must wear company-provided ESD safety-toed shoes, smock, and other PPE in required areas

- Sitting or standing for 8+ hours, reaching, and using hands/fingers to operate a computer and other office equipment
- Must be able to push, pull, reach, twist, turn, stoop for duration of 8+ hour shifts
- Ability to lift or carry objects up to 40 lbs. unassisted
- Ability to climb ladders
- Ability to bend at waist and perform repetitive foot and hand action
- Dexterity of hands and fingers to operate any required computer keyboard, mouse, and other technical instruments.

ADDITIONAL WAYS TO STAND OUT

• 2+ years of experience programming, troubleshooting, and supporting PLC-based manufacturing equipment
• 2+ years of experience installing, teaching, maintaining, and troubleshooting robotic or automated systems
• Experience with vision systems, AMRs/AGVs, servo motion, safety PLCs, data collection, dashboards, and Industry 4.0 solutions

• Experience with automated storage and retrieval systems and controls.
• Experience leading technical teams, mentoring technicians, or coordinating controls portions of capital projects

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Employee Discounts
- Competitive Bonus Programs
- Employees 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:
EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be

considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.