**Position Title:**
Associate Engineer (up to 4 positions starting in June 2014)

**Location:**
Maple Grove, Minnesota

**What is an Associate Engineer?**
The Associate Engineer program provides entry-level opportunities for high achievement technically-gifted individuals to start an engineering career in the medical device industry. This innovative program consists of a twelve month combination of training, education and hands-on assignments in three of the following areas: R&D, Production, Process Development and Quality Engineering departments of a medical device company.

**Why a career in medical devices?**
The medical device industry is one of the most creative and profitable drivers of the American economy. Highly competitive and powerfully innovative, the U.S. medical device industry draws the most energetic and intelligent people from multiple disciplines, most of whom enter the industry with no formal medical or business training. The working environment is exciting and fast-paced, with results that are quickly evident and deeply satisfying by improving patients’ lives and clinical outcomes.

**What is Vascular Solutions’ business?**
Founded in 1997, Vascular Solutions is a rapidly growing and profitable multiple-product medical device company focused on delivering unique clinical solutions to a variety of unmet needs in the diagnosis and treatment of vascular conditions. The company launched its first product and completed its initial public offering (IPO) in 2000, and then embarked on a growth strategy based on addressing numerous clinical opportunities within vascular medicine that are often ignored by the larger medical device companies. This growth strategy has resulted in the launch of over 50 new devices since 2003, with sales growing by > 10% annually for 8 consecutive years and approaching $100 million in sales in 2012. Vascular Solutions continues to have a strong pipeline of new products in development that leverage its nationwide U.S. direct sales force and its worldwide international distribution network.

The mission for Vascular Solutions is to grow a profitable medical device company focused on developing and selling clinically unique solutions to interventional physicians. The
company is committed to improving people's lives through the hard work and dedication of its employees. With internal departments in charge of research & development, regulatory, clinical, manufacturing, marketing, sales, finance and quality, Vascular Solutions is able to quickly develop ideas into products and effectively launch its products into interventional cardiology and interventional radiology markets worldwide.

Vascular Solutions is headquartered in Maple Grove, Minnesota and currently has more than 400 employees.

**What are the specific job responsibilities of an Associate Engineer?**

Each of the four Associate Engineers will enter the program concurrently and, after initial orientation, will be assigned to one of four specific functional areas for an initial four-month assignment:

- **Research and Development Engineering** – Design and development of new devices, under the direction of an R&D Engineer.

- **Production Engineering** – Manufacturing cost reduction projects and engineering support of production, under the direction of a Production Engineer.


- **Quality Engineering** – Product quality assurance activities and root cause investigations, under the direction of a Quality Engineer.

After four months in their initial assignment, each Associate Engineer will rotate to a second and third four-month assignment. Each of the Associate Engineers will complete three of the functional area assignments during the twelve month program. All assignments will be in Vascular Solutions’ home office in Maple Grove, Minnesota.

In addition to the functional area requirements, each Associate Engineer will complete a broad range of VSI training sessions during the program, including a week-long VSI product training class, monthly continuing education sessions and possible field travel to observe clinical deployments of VSI products.

**Is travel involved?** Yes. As part of the training program, each Associate Engineer
may travel to observe hospital procedures with Vascular Solutions’ products that are within their functional areas.

**What is the career path for an Associate Engineer?**

The Associate Engineer position provides a strong foundation for a career as a R&D Engineer, Process Development Engineer, Production Engineer or Quality Engineer within the medical device industry, leading to engineering leadership and unlimited potential. To prepare for these future roles, however, it is essential that each Associate Engineer first work in a support role and assume expanded responsibilities as training occurs and skills develop. The twelve months of the Associate Engineer program will be devoted to developing the skills, knowledge and performance traits necessary to function in an autonomous capacity as an engineer at Vascular Solutions.

At any time after completing the first six months of the program, each Associate Engineer may apply for any open Vascular Solutions’ position in R&D, Production, Process Development or Quality engineering. It is anticipated that there will be sufficient positions in the company to allow all Associate Engineers to choose to continue their career at Vascular Solutions after the completion of the program, assuming acceptable job performance in the program. In the event that an Associate Engineer is not hired during the program Associate Engineers will receive advance notice that their employment will terminate upon completion of the program.

**What is the compensation?**

During the program, each Associate Engineer will earn a competitive base salary. A bonus of 10% of the aggregate base salary will be paid to each Associate Engineer who successfully completes the entire twelve month program and agrees to continue with full-time employment as an Engineer at Vascular Solutions or who during the second six months of the program applies, is selected and accepts a position at Vascular Solutions outside of the Associate Engineer program.

Comprehensive benefits (medical, dental, vacation, disability & 401(k) plan with matching employer contribution) are also provided to each Associate Engineer in the program.

**What are the qualifications?**

To be considered for the Associate Engineer program, a candidate must have:

- BS in Engineering degree with demonstrated outstanding achievement, or a technical degree with a minimum of two years of mechanical design experience (medical
device experience not expected)

- Technical competency in mechanical design, preferably including familiarity with extrusion and injection molding
- Proficiency in Microsoft Word and Excel
- Creative personality and achievement orientation
- Good interpersonal skills and quick learner with a high energy level
- Strong organizational skills and ability to focus on details

Candidates must be able to quickly learn and apply skills and knowledge of Vascular Solutions’ products, clinical requirements and product design. Prior medical device experience is not expected.

Vascular Solutions seeks to hire people who take a “hands on” approach to their job. The company is seeking dynamic, credible employees with strong personal values. Successful employees must have a competitive spirit and a passionate commitment to objective achievement of individual goals while working in a professional environment. All Associate Engineers should be capable of taking on greater responsibilities within Vascular Solutions as the company continues to grow.

Contact Information:

To be considered for entry into the Associate Engineer Program, candidates are welcomed to submit their resumes and transcripts through the company website at:
http://vasc.com/careers-overview/