



DESIGN & DRAFTING ENGINEER

Doherty Engineered Attachments is a New Zealand-owned designer and manufacturer of hydraulic excavator attachments — quick couplers, tilt couplers, hydraulic attachments, and specialist equipment used across construction, civil, and resources industries in New Zealand, Australia, and internationally. We design our products here in Tauranga, manufacture them to our own standards, and back them with a growing network of sales and after-sales support.

Our engineering team is small — four people — and every one of them does all tasks. Every product that leaves our facility was drawn here, designed here, and approved here. If you want your work to show up in the field, this is the place.

THE ROLE

We're looking for a Design & Drafting Engineer to join our engineering team. This is a hands-on, all-tasks role — you'll spend significant time producing detailed working drawings for our existing product range, creating and maintaining Bills of Materials in our ERP system, and designing new and modified products in Solid Edge.

The honest description of this role: most of your time is drawing. Production drawing requests for existing designs, working drawings for variants and modifications, BOM creation and maintenance in our ERP — this is the daily output the team and the floor depend on. When production is covered, you contribute to new product design and hydraulic specification.

We are a small team. Everyone does everything — there is no drawing too routine and no engineering problem too complex. You'll work alongside the Design Engineer, Head Draftsman and two Production Draftsmen, contributing at every level from drawing request to design initiative.

WHAT YOU'LL DO

Production drawings and working drawings — existing designs

The core of the role. The floor depends on accurate, timely drawings.

- Produce working drawings, assembly drawings, machining drawings, sheet metal developments, and CNC cut files for the existing Doherty product range — to international standard
- Respond to drawing requests from the production floor and Head Draftsman on the same day for existing designs
- Check drawings for accuracy, buildability, and revision compliance before release — zero errors reach the floor
- Maintain engineering change forms — all mark-ups, revisions, and field changes recorded, checked, and actioned continuously
- Maintain the Drawing Vault — naming protocols, revision control, and archiving followed precisely

BOM creation and ERP management — DBA

- Create and maintain fully detailed Bills of Materials in DBA for all products — part numbers, quantities, revision levels, and sub-assembly structure accurate and current
- Build BOMs for new products and variants — working from 3D models and drawing sets
- Update BOMs to reflect design revisions and engineering changes — no BOM misaligned with current drawings
- Interface with Procurement on new parts, specification changes, and sourcing requirements



New product design and 3D modelling

- Complete 3D modelling and design of new attachment products and variants using Solid Edge — from concept to production-ready model and full drawing set
- Design hydraulic systems for new and modified products — circuit design, component selection, flow and pressure specification, OEM machine interface
- Perform FEA on structural components to validate design integrity
- Research competitor products and global component markets — bring the right ideas into the DEA product pipeline

Technical support — whatever the team needs

- Answer drawing and design queries from production staff — same-day response
- Provide input on warranty claims and product issues — design or drawing related
- Assist with technical manuals, OEM spec databases, and product documentation
- Contribute to anything else the team needs — in a small team, the job description is a floor, not a ceiling

WHAT WE'RE LOOKING FOR

You need to bring:

- The ability to produce detailed working drawings for existing designs — assembly, machining, sheet metal, and CNC — accurately and without errors
- 3D modelling capability — Solid Edge preferred; SolidWorks or equivalent considered
- Experience creating and managing Bills of Materials in an ERP
- Solid understanding of drawing revision control, naming protocols, and drawing vault management
- ISO and CE drawing standards — working knowledge
- A methodical approach and high personal accountability for accuracy — you check your own work
- A degree or diploma in Mechanical Engineering, Design, or Drafting — or demonstrated equivalent experience in a production drawing environment
- Small team mindset — comfortable doing all tasks, not just preferred ones

Hydraulic experience is highly desirable:

If you've worked with hydraulic systems — whether in design, specification, or circuit work — that experience will be used here every day. You don't need to have worked in the excavator attachment space, but if you understand hydraulic circuits, OEM machine interfaces, or fluid power system design, you'll hit the ground running.

Also valued:

- ERP experience
- FEA tools and structural analysis
- Construction equipment, agricultural machinery, or heavy industrial background
- Experience developing technical product documentation



WHO FITS HERE

You're an engineer or drafter who takes as much satisfaction from producing a perfectly accurate working drawing for an existing product as you do from designing something new. You understand that the floor can't build without drawings, and you treat a same-day drawing request as part of the job, not an interruption to it.

You're meticulous about accuracy and revision control — not because someone's checking, but because you know what a drawing error costs when it reaches the production floor. You're comfortable in a structured ERP system and take BOM accuracy seriously.

You'll work in a small, skilled team. Everyone does everything — no one has a narrow job description, and no task is considered beneath the role. If that suits how you work, this team will suit you.

WHY DOHERTY ENGINEERED ATTACHMENTS

- A hands-on role with genuine variety — production drawings, BOM management, new product design, and hydraulic work in the same week
- Your drawings go directly to the production floor — a short path from your screen to a finished product in the field
- A skilled, stable team with an experienced Head Draftsman coordinating workflow
- Real scope for hydraulic design and NPD alongside the production drawing work
- Competitive remuneration commensurate with your experience and technical background
- Based in Tauriko, Tauranga — a great place to live and work

HOW TO APPLY

Send your CV and a brief cover letter telling us about your drawing experience to janine@dohertydirect.net — specifically your background producing working drawings for existing designs, your CAD and ERP system experience, and any exposure to hydraulic systems or machinery design. We read every application and will move quickly for the right person.

NOTE: Applicants must have NZ residency or a valid NZ work visa to be considered for this role.