



Position Title: Director of R & D Engineering
Department: Engineering
Reports To: CEO
FLSA Status: Exempt
Prepared Date: 4/5/2018
Approved Date: 4/5/2018

SUMMARY

The Director of R& D Engineering aspires to build a world-class engineering organization, is comfortable working with technical people, knows how to manage the agile process and how to get the most out of their technical team. Plans and directs the overall activity of the Research and Development Engineering Department. Coordinates efforts to conform to program objectives and schedules

ESSENTIAL FUNCTIONS *(To perform within this position successfully, the incumbent must be able to perform each essential duty satisfactorily. Other duties may be assigned.)*

- Provides systems engineering expertise and technical leadership that facilitates concepts and architectures for new development opportunities and yields innovative, cost effective customer solutions.
- Works with customer requirements to establish high level systems requirements, generate system concepts, and provides technical oversight internally to ensure that customer requirements are met.
- Ensures the logical and systematic conversion of customer or product requirements into total systems solutions that acknowledge technical, schedule, and cost constraints.
- Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems as required.
- Generates analyses at all levels of total system product to include: concept, design, fabrication, test, installation, operation, maintenance and disposal.
- Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications.
- Strong interpersonal skills with proven track record of direct customer and internal communications.
- Ability to supervise in an integrated team environment, supporting various working groups. It is imperative that the applicant be able to work within, and lead when called, integrated working groups and be a team contributor.
- The candidate needs a proven track record in meeting deadlines.
- Must also be technically knowledgeable about military and commercial system applications and standards.
- Prepares and oversees the budget of sustainment engineering
- Coordinates efforts of other departments to meet objectives
- Supports Director of Sustainment Engineering in overall Engineering Organization planning and resource allocation for product launch

- Provides systems engineering support for emerging new business programs, including proposal development, capture activities, engineering studies, and white papers.
- Identify, interpret, and process user requirements, with a focus on system interoperability, modularity, usability, affordability, and sustainability.
- Develops system component operational concepts; requirement specifications; system architecture / design and documentation; validation and verification. Develop detail from high-level concepts.
 - Develop, allocate, and manage system level requirements.
 - Review, develop, and document system level operational concepts and mission statements.
 - Research and develop system designs and architectures.
 - Evaluate system concepts and recommend modifications to improve performance, costs, and competitiveness.
 - Analyze, review, and/or prepare documentation related to system designs and architectures in accordance with required processes and procedures.
 - Oversee integration and test of advanced system projects.
 - Verify and validate conformance of designs with specifications and customer requirements.
- Supports Business Development in the evolution of Strategic Planning, Strategic Technology
- Supports competitive analyses, capture analyses, and technology assessments.
- Supports development and presentation of business development demonstrations, promotional materials, and briefings.
- Performs technical, schedule and interface change impact assessment for cost, schedule, performance, operation concept and procedural update.
- Applicant must be self-motivator and able to handle multiple tasks concurrently.
- Provides customer liaison
- Provides technical advice and direction
- Administers corporate personnel policies
- Perform other duties as may be required

Supervisory Responsibilities: Director of R&D Engineering Yes

BASIC QUALIFICATIONS *(The requirements listed below are representative of the knowledge, skills, and/or ability required and preferred for this position.)*

Required Education & Experience:

Bachelor's Degree in Engineering, Physics, Computer Science, or equivalent practical experience

Required Knowledge, Skills, & Abilities:

- Ability to read and understand schematics and mechanical/electrical drawings.
- Ability to organize and prioritize tasks; excellent time management skills.
- Strong interpersonal, verbal and written communication skills to interface with project team and external vendors and be able to accurately document, report and present
- A drive for results in a teambuilding environment
- Ability to research solutions and apply advanced planning tools and techniques to resolve business challenges.
- Ability to organize, schedule, budget and coordinate work phases; excellent time management skills.
- Proficient with Microsoft Office (Word, Excel & PowerPoint); proficient experience using internal ERP systems, use of all engineering software and related applications
- No travel restrictions

Preferred Education & Experience:

- Advanced degree in Engineering Management, Business Management or equivalent practical experience
- Experience in aerospace and military environment
- Experience with Microsoft Windows and Linux operating systems development
- Working knowledge of Microsoft Dynamics AX 2012
- Thorough knowledge of manufacturing.
- Ability to write reports, business correspondence, and procedures
- Ability to effectively present information and respond to questions

Physical Demands and Work Environment:

- While performing the duties of this job, the incumbent is frequently exposed to moving mechanical parts, fumes, or airborne particles, risk of electrical shock and vibration.
- The noise level in the work environment is usually moderate.
- The incumbent may be required to walk and stand for long periods of time.