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Job Description: Director of Engineering

Position Summary

The Director of Engineering is responsible for executing the design of the company's products in such a way that they achieve the market performance requirements while being manufacturable and reliable. The Director accomplishes this by direct management of a team of multidisciplinary design engineers and by supporting the quality, procurement and manufacturing organizations with designs and processes that provide consistent yield and the appropriate balance of quality and cost. The Director works closely with the Science and Applications team to take new concepts through the product design phase and transition them to manufacturing. He/she will also support existing products with yield, cost and performance improvements. As a senior business leader, the Director is responsible for shaping the organization's structure, systems and processes to achieve continuous improvement while preserving the responsive, entrepreneurial atmosphere necessary to capitalize on customer and market opportunities.

Key Responsibilities:

- Directs product development through a structured stage gate development process
- Working with Marketing, Operations and Finance, develops and improves the NPI process to balance quality and flexibility
- Builds and manages an organization with the necessary skills to develop and support an evolving product range
- Anticipates workload fluctuations in managing an effective mix of in-house and outsourced resources
- Leads the organization in implementing workload and management tools and in developing and following processes that support product quality, operational efficiency and innovative flexibility
- Plans and manages budget for headcount, expense and capital equipment

Minimum Requirements and Qualifications

- Bachelors degree in Mechanical, Electrical or Optical Engineering, Masters preferred
- Five years hands-on design engineering experience
- Ten years experience managing product development in a stage gate environment
- Experience managing electrical, mechanical, optical and software/firmware projects
- Experience working in a matrixed environment with multiple concurrent projects
- Experience specifying, selecting and implementing a variety of process management tools
- Proficiency with MS Word, MS Excel, Powerpoint and MS Project
- Availability to travel up to 20%

Additional Qualifications

- Technical experience with high power semiconductor lasers

- Experience with optomechanical design, heat management and thermal stability, optical tolerancing, laser drivers and thermoelectric control, high power optical coatings, optical materials and/or vacuum systems desired
- Experience with industrial control platforms and automated test is a plus

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