

Reports to: Director of Engineering

Department: Engineering

Classification: Exempt

Last Updated: July 20, 2021

Job Summary:

Do you like to hone your engineering, leadership and problem-solving skills every day? Do you like the challenge of designing and implementing groundbreaking solutions? Do you have the drive it takes to manage projects from idea to completion?

An ideal candidate has an entrepreneurial attitude, disruptor mindset, passion for technology and strong desire to create products and run programs to drive innovation in the work culture. You will help mentor the team and work with suppliers to provide innovative custom and proprietary solutions. Use your analytical skills to find creative solutions that make maintaining pool or spa water easier. In addition, you will work with contract manufacturers, monitor industry trends and pro-actively build a knowledge base of partner/vendor capabilities and a future opportunity pipeline.

This is a fast-growing company where you can be empowered to complete high quality product development projects and take risks to innovate if you are willing and able to wear the many hats required for success – and we'll all celebrate with you when that happens!

Essential Functions:

- Use deep understanding of product development process and leadership skills to deliver innovative water care products in a timely manner.
- Quickly assess different technologies, plan and execute customer pilots, build prototypes and demonstrate technologies capabilities.
- Lead change, dealing with ambiguity and provide creative solutions and influence multi-discipline teams with data, scientific reasoning, and strong coaching skills.
- Bring a creative and visionary approach to projects to influence innovation across the organization through technical aptitude and market understanding.
- Make sure stakeholders are informed of relevant issues and elevate as appropriate before the consumption of time and resources.
- Conduct cost benefit analysis where appropriate to determine best course of action.
- Interface with suppliers, vendors, consultants and customers to achieve product development goals.
- Act as an active member of the engineering department to foster teamwork.
- Document and help seek intellectual property protection on qualified new products.
- Be hands-on and responsible for providing technical leadership and direction for scaling up and technology transfer including interaction with external vendors
- Provide project status to the Director of Engineering and Cross Functional Leadership
- Other duties as required.

Job Qualifications:

- BS or MS Degree in Engineering, Biology, Chemistry or equivalent
- 8-12 years mechanical engineering experience, preference for new product development.
- 5 years of project management experience leading multi-disciplinary teams.
- Experience with CAD, MS Office, Project Management software.
- Demonstrated ability to elicit cooperation and gain cross department commitment from senior management.
- A hands-on leadership style that inspires a strong, cohesive, team-focused work environment
- Creative technical skills that lead to innovative approaches to the development process
- Effective analytical and problem-solving skills with the ability to apply creative solutions to challenges
- Highly competent in technical writing and verbal presentations.
- Experience in pool, water processing, filtration, pumping, chemical dilution or other fluid processing would be relevant.
- Work history including working for a consultancy, engineering solution provider or product development firm where time to market or job completion is highly prioritized is a plus
- Work in a fast-paced, small team environment under minimal supervision while meeting schedule and cost commitments.