



Upstart Power

JOB DESCRIPTION

Job Title:	VICE PRESIDENT OF PRODUCT DEVELOPMENT
Department:	Engineering
Reports To:	SVP of Engineering and Manufacturing
Status:	Salaried – Exempt
Hours/Work Days:	40 hours per week (Monday through Friday)
Location:	Southborough, MA
Last update (date):	January 2022

PRIMARY EMPLOYMENT OBJECTIVES

The Vice President of Product Development is responsible for leading a team of skilled engineers to develop low-cost, high-reliability SOFC systems. The position will operate as a member of the core leadership team and will participate in defining Upstart's market driven roadmap. The VP of Product Development will work with the advance development team to bring new technology into the product portfolio, as well as ensuring current products are supported into mass-production. The position will interface with key development partners, both upstream and downstream and will oversee project plans and resource allocation across the engineering team.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Hire and inspire engineering team resources in the development of new products
- Manage and support employee development and growth
- Manage costs, timing and resource allocation of projects/programs and makes timely reports on progress, noting deviation from plan and provides alternative solutions.
- Work with customers and Upstart leadership to refine product specification and new market opportunities
- Collaborate with go to market partners on joint product development projects
- Work with manufacturing team on new product introduction

KNOWLEDGE, SKILL & EXPERIENCE REQUIREMENTS

- Considerable (10+ years) experience with a proven track record of successful leadership in new product development and introduction
- BS or advanced degree (preferred) in an engineering discipline (or equivalent)
- Demonstrated leadership ability in developing electromechanical systems
- Working knowledge of fluidics, mechanics, heat transfer and materials
- Strong verbal and written communication skills
- Ability to provide creative, yet pragmatic solutions to problems
- Strong project management
- Comfort with novel, disruptive technologies
- Experience in engineering for volume manufacturing and cost down initiatives
- Excellent attention to detail and organization
- Positive attitude and strong work ethic

BEHAVIORAL COMPETENCY REQUIREMENTS

<i>Action oriented</i>	<i>Comfort around higher management</i>	<i>Dealing with ambiguity</i>
<i>Developing direct reports and others</i>	<i>Organizing</i>	<i>Problem solving</i>

WORK ENVIRONMENT (include physical requirements)

- Office and manufacturing floor presence

Upstart Power provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Upstart Power complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.