



# Upstart Power

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## JOB DESCRIPTION

Job Title:	<b>RELIABILITY ENGINEER</b>
Department:	Quality
Reports To:	VP of Quality
Status:	Salaried – Exempt
Hours/Work Days:	40 hours per week (Monday through Friday)
Location:	<b>Southborough, MA</b>
Last update (date):	February 2024

## ABOUT UPSTART POWER

[Upstart Power](#) is a growth stage company focused on state-of-the-art power generation equipment utilizing fuel cell technology for back up and primary applications that integrates seamlessly with industry leading Home Energy Management Systems for long duration back up and distributed generations. Made up of a dynamic team of engineers, scientists, technical specialists, manufacturing gurus and visionaries alike.

We are doers, actively making a change in the fabric for our future. Join our team and touch the whole business from conception to commercialization and everything in between. We are expanding our world class team of engineers to support the commercialization of several new products. We are seeking highly motivated individuals that can work in a dynamic, high pace environment to meet the demands of our customers.

Our business is at an inflection point: products in field testing, critical design and testing work happening every day as we ready the platform for volume deployment and commercialization. Join us as we accelerate the future of distributed electricity generation for a cleaner tomorrow.

## PRIMARY EMPLOYMENT OBJECTIVES

The Reliability Engineer will be essential in helping develop a proactive reliability program for the Uppen NXG Fuel Cell system with a focus on maximizing life, reliability, and operational performance.

## SPECIFIC ESSENTIAL DUTIES & RESPONSIBILITIES

- In this position, the Reliability Engineer will collaborate with Engineering, Quality, Supply Chain and Operations function to identify, qualify, and design plans to mitigate reliability risks for the NXG Fuel System.
- This is a hands-on role where ideal candidate has worked on multiple consumer products creating reliability test plans and applicable fixtures, worked with suppliers and partners to ensure validation plan is executed correctly and that failures are addressed by corrective actions informed by proven understanding of root-cause.
- Collaborate with internal and external stakeholders to develop component and system reliability testing plans.
- Facilitate and drive DFMEA (design failure mode and effect analysis) with designers, subject matter experts and test engineers to identify testing and validation needs for new designs.
- Define test methodology and test coverage to assure product reliability to de-risk designs from prototype to production.

- Perform statistical analysis of lab and field test results and clearly communicate results to stake holders.
- Perform reliability prediction of failure mechanisms on products under development and products in the field.
- Present reliability/validation test progress and results in program reviews

**KNOWLEDGE, SKILL & EXPERIENCE REQUIREMENTS**

- Bachelor’s degree in mechanical or industrial engineering or equivalent technical degree
- 3 – 5 years’ experience in product design or new product introduction (NPI).
- Proven hands-on experience in experimental design and execution.
- Knowledge in applying HALT, HASS, MTBF, Packaging and Transportation Test Standards and 8D process.
- Familiarity with Electrical & Mechanical Stress Testing, Environmental Stress Testing, Fatigue Testing, Vibration and Shock Testing and common manufacturing techniques / technologies
- Ability to drive vendors for Design of Experiments (DOE) / Failure Analysis (FA).
- Experience working in a fast-paced engineering environment utilizing real time crisis management skills.
- Strong analytical skills using data-driven decisions, back up assumptions, and develop scale of expectations.
- Strong cross-functional collaboration, written and verbal communication, and presentation communication skills.
- Strong understanding of statistics and its application to reliability engineering
- Regimented and methodical test engineering, data collection / acquisition, and analysis
- A proactive and inquisitive mindset when faced with new technologies.
- NO VISA SPONSORSHIP provided for this role.
- NO RELOCATION ASSISTANCE provided for this role.

**BEHAVIORAL COMPETENCY REQUIREMENTS**

<b>Action oriented</b>	<b>Drive for results</b>	<b>Process management</b>
<b>Customer focus</b>	<b>Functional or Technical skills</b>	<b>Problem solving</b>

**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.*