

POSITION DESCRIPTION

POSITION TITLE: Director of Engineering

DEPARTMENT: Engineering

LOCATION: Broomfield CO

REPORTING RELATIONSHIPS

POSITION REPORTS TO: VP Product Design

POSITION PURPOSE

As a senior manager the Director of Engineering will work collaboratively with Product Design, Quality, Science, and Manufacturing, providing direction with engineering activities associated with development, design, testing and validation, failure analysis, and regulatory compliance. The Director of Engineering will contribute to a positive work environment, manage product development, quality, and validation of durable goods. The Director of Engineering will work with vendors and other stakeholders to identify, qualify, and develop new suppliers and services.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

1. Manage and mentor multidisciplinary departmental employees, workloads, budgets, and activities while providing technical guidance to all stakeholders.
2. Provide end-to-end management of all engineering projects and activities.
3. Provide functional leadership in development of highly automated, rugged, electro-mechanical products, from concept prototypes through field trials, to verify they meet required performance specifications. This includes lab/bench testing, product testing and environmental / accelerated life testing.
4. Deliver products and projects on time by prioritization of workloads, tasks, management of expectations, and manage project management.
5. Develop specialized equipment and test methods to be used by manufacturing and suppliers to perform quality checks on final sub-assemblies and finished products.
6. Delivers quality process training to technical staff and acts as an internal quality consultant to advise or influence business or technical partners.
7. Participate in creating Project Plans including Project Schedules. This includes estimating the time required to implement various tasks associated with test development, establish milestones and meet those milestones.
8. Effectively use industry standard product development methodologies and design tools. Test Requirements Document, architecture, high-level design, detail design, schematics, revision control, modular coding, code coverage testing, boundary testing, developer testing and product verification testing. Design reviews are conducted throughout the development process. Participate in the continuous improvement of engineering practices and procedures.
9. Continuously improve skills required, seeking training through seminars, literature, industry shows/workshops and relevant course work.
10. Other assignments as requested.

PERFORMANCE MEASUREMENTS

To perform the job successfully, an individual should demonstrate the following competencies:

QUALIFICATIONS

1. Excellent interpersonal, written, verbal communication, and presentation skills.
2. Experience using formal Product Development Processes in highly rugged industrial products.
3. Demonstrated experience in successfully transferring test systems into Production and providing Production/Sustaining support throughout the product life cycle.
4. Demonstrated success in designing robust test systems.
5. Proficiency in using various types of mechanical and optical metrology and measuring equipment.

EDUCATION/CERTIFICATION:

Bachelor's degree in engineering.

EXPERIENCE REQUIRED:

Minimum of 9+ years of experience in engineering, with 4+ years' experience managing budgets, projects, and employees.

SKILLS/ABILITIES:

1. High level of natural curiosity and the ability to learn new skills, concepts, systems and work independently.
 2. Strong Communication Skills
 3. Proficiency in MS Office products.
 4. Ability to work in a cross-functional team environment.
 5. Excellent oral and written communications skills; ability to communicate with technical and non-technical teams.
 6. Highly motivated self-starter able to work in an ambiguous environment.
 7. Organized and able to balance multiple priorities.
 8. Goal-focused and committed to completing tasks.
 9. Logical thinking with creative problem-solving ability
 10. Detail-oriented, highly motivated, and diligent.
 11. Robotics, automation, and/or fluid handling experience preferred but not required.
-

PHYSICAL REQUIREMENTS / WORK ENVIRONMENT:

Office environment with some work performed in warehouse and laboratory settings. May have to lift packages up to 25 pounds. Work inside a cleanroom which requires wearing PPE and specific garments.

Equal Employment Opportunity

Crystal Diagnostics provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.