



Position: Vice President of Engineering

Company: SunDensity, Inc.

Location: Rochester, NY

About SunDensity

SunDensity is an award-winning, fast growth, photonic smart coating company located in Rochester, NY—the world capital for optics research and innovation. Our first coating product, initially developed at MIT, has the potential to radically increase the energy output of solar panels across the globe, increasing energy access and helping to mitigate the effects of climate change.

We've recently received significant venture capital funding and funding from the state of New York to create our photonic smart coating pilot line and scale-up the operations for manufacturing.

We are a small team of passionate, sharp, and diverse individuals. We have a resourceful, well connected and influential board. We value team members that are passionate, team-oriented, diligent, and accepting of other people's differing points of view.

Position Summary

SunDensity is seeking an engineering executive that is personally committed to SunDensity's mission of accelerating tech transfer of its breakthrough invention into a product that will transform the solar sector. The successful candidate will have a proven track record of engineering management, characterizing new to world technologies and evolving them from R&D to commercial product for repeatability and scale. The candidate will have industry experience in optics, materials science and thin films process engineering in verticals such as glass, semiconductor or optoelectronics.

Reporting to this role in the future will be an engineering team. The VP of Engineering will collaborate on technology development alongside Dr. Nishikant Sonwalkar (ScD, MIT), SunDensity Founder and Chief Technology Officer ("CTO"), who will lead R&D efforts and Greg Gresock, VP of Product who will lead Product Commercialization

The VP of Engineering will work with the CTO, VP of Product & CEO to establish an engineering practice with an emphasis on PSC technology innovation, regimented cycles of learning through design of experiments and create a culture that balances ideas, speedy execution and accountability. This position will play a central role in ensuring the company is producing a world-class, quality product and a technology roadmap that's competitive to company's customers. The VPE will be expected to lead an engineering system development that lays a strong foundation for documentation, data driven planning, analysis, reporting and decision making that accelerates technical productivity & goal achievement.

Major Responsibilities

- Collaborate with the R&D team to create and implement an engineering improvement plan for PSC product



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- Drive characterization of key processes and test procedures that go into successful technology development, tech transfer and manufacturing scale-up of the PSC™ coating. Help build a strong talent pool of engineering and quality excellence culture.
- Deploy industry best practices in DOE (design of experiments), Failure Analysis, DFM (design for manufacturing) to lay a solid foundation for manufacturing scale up
- Work with the CTO to develop technology roadmap, platform and derivative products
- Partner with VP Product and VP of Sales to integrate customer needs into engineering plans
- Drive the documentation of process and test specifications
- Own achievement of milestones set forth by key stakeholders towards successful annual operating plan execution
- Apply professional project management practices to achieve project timelines within allocated budgets.
- Develop and manage engineering budget and cost effectiveness.

Weighted Requirements

- Prior success as a VP of Engineering in a large high technology corporation specializing in optics, glass coatings, optoelectronics and/or semiconductor industry
 - Knowledge of optics, photonics, glass industry and nano-optical coatings
 - Demonstrated experience of managing engineering teams
 - Demonstrated experience with tech-transfer and ramping production.
 - Execution-oriented executive with a creative bent to think of innovative solutions to technical problems
 - Demonstrated experience working with R&D labs, factory ramp and manufacturing facilities.
 - Proven ability to execute a business strategy ahead of goals and within budget.
 - Exposure to Zero Defect Quality mind-set and culture

Personal Characteristics

- Innovative implementer with a bias for speed and accuracy. Has an entrepreneurial DNA with industry rigor.
- Exudes intellectual humility while holding her/his own. Balances technical competence with high emotional & social IQ.
- Process and growth focused. Design thinking mind-set
- “Prioritizer” - ability to identify and focus on the critical few priorities and ensure execution without being diluted by other important but less critical demands.



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- Able to influence others and persuade them to think differently.
- Adaptability to market and customer inputs.
- Is comfortable with change and knows how to drive it in a productive and respectful way
- Talent magnet and mentor.

Organizational Values

- **People First** – Create an environment where 100% of associates are engaged, committed and delivering his/her best 100% of the time — no force in business is more powerful (if properly aligned and led)
- **Personal Integrity** - Moral judgment has a place in business; The Golden Rule applies; We win without cutting corners. Bad news must travel at least as fast as good news.
- **Speed, Execution, Quality and Performance Excellence** - Clear measurements and open communication are critical building blocks. Urgency is a key trait - do it now!
- **Passion** - For your customers and for what you do.
- **Driven by mission to save the planet Earth from green-houses gas emission.**