



Engineering Director

What does Owens Design, Inc. (ODI) do?

We are a project-based engineering services company. We design and build custom automated manufacturing equipment for capital equipment OEMs and manufacturing facilities from startups to S&P500 corporations. Our core competencies are high precision materials handling, integration of complex metrology or process applications, and implementation of demanding environmental controls. We operate in small, matrixed, project-based teams. In any given year there will typically be 15 prototype development projects. Our customers come from industries as diverse as semiconductor, biomedical, display, solar, consumer electronics, automotive and energy storage...plus novel technologies and industries that constantly appear out of the Silicon Valley ecosystem.

What will you do?

As Engineering Director you have a variety of cross-functional responsibilities:

- (1) Functional management of a small team of mechanical and electrical engineers.
- (2) Manage project staffing of technical resources, including contractors & consultants.
- (3) Act as project systems engineer, responsible for ensuring that the overall design adheres to the customer's requirements and monitoring/advising/coaching the technical team.
- (4) Be accountable for the engineering team's commitments to the project, and ensure that the design team meets their commitments regarding system performance against spec., NRE and materials budgets, & schedule.
- (5) Be the project team's technical liaison to the customer; working with them and the project manager on defining the project and technical requirements, understanding changes, technical "translation" between the customer and ODI (& vice versa), and educating customers on technical options or constraints when appropriate. Occasionally play a similar role with critical suppliers.
- (6) Work with sales on early customer engagements to understand potential customer's needs and their fit to ODI's capabilities. Instill confidence in ODI's technical capabilities.
- (7) Participate in continuous improvement of ODI's processes, capabilities and strategic direction.

At any given time you will be supporting a half dozen projects in various stages of development.

Who are we looking for?

ODI seeks an experienced engineering professional with direct experience working in all phases and levels of high tech industrial manufacturing equipment prototype development.



The ideal candidate will have experience with a broad range of automation technologies such as robots, high speed/high precision motorized mechanisms & stages, industrial safety systems, PLC and PC based machine controls, machine power distribution, IO and motor-control electrical panels, pneumatic systems, vision systems, and environmental control systems (ex. aseptic, particle-free, oxygen-free, temperature/humidity controlled, ...). Familiarity with the integration of complex process and metrology applications incorporating, for example; lasers/optics, vacuum/plasma, RF power, pico-liter and high viscosity fluid handling, is preferred. Experience with capital equipment design in an industry such as semiconductor, display, solar/energy storage, medical device/pharmaceutical, automotive or consumer electronics is expected.

Some things to note: ODI is not a product company; we do not develop or sell our own products. Nor does ODI perform engineering services only. Our business is design and manufacturing custom equipment; the prototype design business feeds the manufacturing organization. We are an integrator; we don't create solutions when off-the-shelf solutions exist; we do not do R&D, chemistry or physics; and we do not retain any IP that we do develop, as that belongs to our customers.

General Requirements/Qualifications:

- BSME or BSEE, plus at least 10 years' experience managing the design of automated capital equipment.
- Familiarity with CAD systems, engineering documentation protocols, and common industrial safety & regulatory standards required. Solidworks or AutoCAD EE experience strongly preferred.
- Regular, mostly local to the Bay Area, travel will be required for meetings and technical support at customer sites. Occasional travel outside the Bay Area, including overseas, may be required.
- Must be US citizen or legal permanent resident.