



## **Program Manager**

**Location:** Fremont, CA

**Company:** Owens Design Incorporated

### **Overview**

At Owens Design, we engineer and deliver advanced custom automation systems for OEM product manufacturers in semiconductor, life sciences, and emerging technology markets.

The Program Manager ensures alignment across internal teams and external stakeholders to deliver innovative, high-performance systems on time and within budget. This strategic, customer and internal facing role requires technical fluency and strong interpersonal skills. Success here depends as much on communication, mediation, and relationship-building as it does on engineering and project depth. If you are someone who enjoys navigating new challenges, shaping solutions, and seeing ideas come to life, you'll appreciate the impact and ownership this position provides.

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## **What You'll Do**

### **Program Leadership & Execution**

- Lead cross-disciplinary teams through all phases of custom equipment development: concept, design, alpha, beta, pilot, and production.
- Manage project schedules, budgets, and resources for programs ranging from \$100K to \$15M.
- Ensure successful execution of FAT (Factory Acceptance Test) and SAT (Site Acceptance Test), working closely with internal teams and customers.

### **Customer Engagement**

- Act as the primary customer interface—driving alignment, trust, and clear communication throughout the program lifecycle.
- Lead design reviews, provide regular status updates, and manage scope, documentation, and compliance requirements.
- Navigate technical and commercial discussions with ease, representing both customer needs and company capabilities.

### **Proposal & Pricing Development**

- Translate complex customer requirements into detailed scopes of work and costed proposals, ensuring alignment between technical solutions and business objectives.
- Balance customer advocacy with financial discipline—crafting proposals that reflect both value to the client and profitability for Owens Design.
- Collaborate with Sales and Engineering to develop accurate pricing models for NRE, capital equipment, and services.
- Lead internal pricing reviews, facilitate trade-off discussions, and participate in strategic customer negotiations.

### **Strategic & Operational Oversight**

- Support internal planning and resource transitions across multiple programs.
- Monitor key performance indicators (KPIs), including margins, timelines, and cost- to-completion metrics.
- Champion internal initiatives to improve communication, leadership development, and team engagement.

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### **What You Bring** **Minimum Requirements**

- Bachelor's degree in Mechanical Engineering or a related technical discipline.
- 3+ years of program or project management experience in capital equipment, automation, or complex engineering environments.

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### **Preferred Qualifications**

- 5+ years of experience managing new product development in semiconductor, factory automation, or related sectors.
- Proven track record in customer-facing roles, technical proposal writing, and pricing development.
- Familiarity with compliance standards and data protection in international markets.

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### **You're a Great Fit If You...**

- Thrive on solving complex engineering problems with smart, motivated teams.
- Communicate with clarity and confidence—whether with customers, executives, or engineers.
- See proposals not just as numbers, but as strategic tools that align customer value with business performance.
- Are energized by a fast-moving environment where no two projects are the same.