

Job Description

Posted: 01/02/2018

Location: Peabody, MA USA

Title: Vice President of Engineering

Reports to: Patrick Moran, President & COO

Type of Position: Full-Time Part-Time Contractor Intern

Hours: 40/week Exempt Non-Exempt

DESCRIPTION

With over 40 years of security innovation, AES Corporation is the leading manufacturer of long-range wireless private mesh radio alarm communication products and services. We are actively seeking an exceptional Vice President of Engineering to bring the leadership, passion, and expertise needed to successfully drive AES-*IntelliNet* products globally while building and encouraging a creative, goal-oriented team atmosphere. This individual will report directly to the company President & COO and will provide the leadership and organization to transform, develop, and maintain a highly effective Engineering organization with the primary objective of designing, developing, and delivering industry leadership products and solutions. AES offers a fast-paced, exciting, and rewarding work environment where our employees thrive. Put your knowledge and experience to work where it matters.

RESPONSIBILITIES

The Vice President of Engineering will work as a member of a highly focused and motivated leadership team committed to the accelerated growth and transformation of AES. You will be responsible for the leadership and organization necessary to transform and direct our Engineering team and resources. You will be responsible for developing and maintaining a small, focused Engineering team of approximately 20 people with the primary objective of product design and development in support of the organization's needs. We are looking for a highly enthusiastic, dynamic, and "hands-on" Engineering leader that will inspire the team to innovate new products and improve our existing products.

QUALIFICATIONS

- **Technical vision** – provide excellent technical leadership inspiring your team to build cutting-edge solutions and proactively bring new ideas, technologies, and methodologies to the table
- **Synthesize priorities** – work collaboratively with Product Management, Manufacturing, Sales, and Marketing to internalize business needs and drive priorities for the team to ensure the highest quality products and timely delivery

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RESPONSIBILITIES *(continued)*

- **Scheduling** – prioritize projects, set achievable, motivating, stretch goals, and manage the team to hitting the deadlines, providing transparency into the state of development and tracking appropriate metrics to show that Engineering is delivering on its commitments
- **Process** – manage a product development process including engineering specification, testing specifications, product development, design reviews, prototype development, performance testing, etc.
- **Documentation** – manage and coordinate the development of product documentation content including installation manuals, operating manuals, etc.
- **Engineering leader** – you are a leading voice for quality, security and process within the organization, and provide strong Engineering representation for the company
- **Hiring** – find, recruit, hire and retain the very best engineers

EDUCATION & EXPERIENCE

- 7+ years leading engineering teams with strong management experience leading teams; 15+ years total work experience
- Experience managing all phases of new product development, including requirements articulation, functional specification development, product design, cost/benefit analysis, beta product testing, production ramp-up, and product roll-out
- Strong project management skills
- Experience managing external contractors and outsourced partners
- Experience in microcomputer firmware and software (SaaS) programming and development
- Radio/wireless/mesh network experience
- Solid background in hardware for embedded instruments and systems architecture
- You are effective at balancing the needs of a dynamic product roadmap and managing a set of distinct teams with differing directives
- You have a passion for technology and expertise that will allow you to drive decisions
- You are a doer and a leader who can shift from one role to another as your team grows
- You function well in a fast-paced environment where constant change is the norm and the bar for quality is set high
- BS in a relevant Engineering discipline

PREFERRED SKILL SET

Experience with:

- VBA, C, C++
- Firmware
- Linux, Web and Mobile technologies
- Certification standards such as UL864 (Fire), UL985, UL1063, FCC Part 15
- Alarm panels
- TCP/IP
- Project management tools



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ABOUT

AES Corporation is a privately held company, serving a worldwide base of commercial and government customers in the alarm industry for fire and life safety applications. We develop and design innovative solutions for the build of new networks from the ground up or expansion of existing networks. Our patented technology is unique, robust, and performs under even the most extreme conditions with unparalleled reliability. We offer a competitive base salary and benefits, paid vacation and holidays, 401K, and more. Compensation is commensurate with experience. Please send resume with cover letter (must include salary expectations) to:

Human Resources Manager
AES Corporation
285 Newbury Street
Peabody, MA 01960 USA

careers@aes-corp.com

AES is an Equal Opportunity Employer, committed to hiring returning veterans.

Principals only. Recruiters, please don't contact this job poster.

Please, no phone calls about this job.

Please do not contact job poster about other services, products or commercial interests.