

Compressor Controls Corporation

Job Description

Job Title: Director Research and Development
Reports To: President
Location: Des Moines, IA

Click the link below to apply for this position:

<https://www.adpselect.com/apps/servlet/com.avert.servlets.ola?cst=1298567>

SUMMARY:

Technical responsibility for interpreting, organizing, executing, and coordinating assignments. Plans and develops engineering projects with unique or controversial problems which impact major company programs. Involves exploration of subject area, definition of scope and selection of problems for investigation, novel concepts and approaches.

Maintains liaison with individuals and units within or outside the organization, with responsibility for acting independently on technical matters. Work at this level requires extensive progressive experience. Supervision received is administrative, with assignments given in terms of general objectives and limits.

Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress and results obtained, recommends major changes to achieve objectives. Responsible for project management of large product development programs. Directs the work of a team of supervisors and negotiates design tradeoffs that affect the overall product quality and function. Must understand the overall product objectives and organize the work of the department to meet these objectives.

ESSENTIAL FUNCTIONS/DUTIES:

- Conceptualize, architect and document the companies product platforms, control equipment and next generation products
- Organize, implement, and control project management and administration functions
- Oversees the execution of company development projects
- Develop, implement and supervise unified (standard) engineering processes, policies and methods
- Provide emergency engineering assistance to all company personnel and customers
- Direct and magistrate the various R&D departments to operate as a unified organization thus realizing the potential of the whole to perform excellent engineering tasks
- Budget responsibility including determining funding needs, monitoring cash flows and project performance to recongnized financial objectives
- Follow all company safety policies and procedures
- Respond to change productively and handle other duties as required

PEOPLE DEVELOPMENT AND LEADERSHIP:

- Carry out supervisory responsibilities in accordance with the organisation's policies and applicable laws, including Health and Safety, Investors in People, Sarbanes Oxley, Quality Standards, Environmental Policy, Ethics Policy.
- Responsibilities include interviewing, hiring and training employees; employee development; Planning, assigning and directing work, apprising performance; rewarding and disciplining, employees; addressing complaints and resolving problems
- Develop skills, through effective management coaching

QUALIFICATIONS

Education & Experience:

(U.S.) BS Degree in Engineering or a related function with an MS or PhD Degree desirable; or equivalent education and work experience. 8-10 years experience in managing product development products. It is desirable that the qualified candidate have a broad knowledge of industrial process control systems and applications. Technical expertise necessary to oversee and direct software design, electronic and mechanical hardware design, documentation development and reliability and certification functions. Professional Engineer license is preferred but not required.

(U.K.) Professionally qualified within country of operation; Experience in managing professional engineering departments.

Knowledge & Skills:

Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.

Language Skills:

Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors.

Mathematical Skills:

Ability to apply advanced mathematical concepts to real world situations. Ability to comprehend and apply principles of advanced calculus, modern algebra, and advanced statistical theory including non-linear algebra and predicate logic.

Reasoning Ability:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables. Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems.

WORKING CONDITIONS:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit, use hands to finger, handle, or feel objects, tools, or controls; and talk or hear. The employee is occasionally required to stand and walk and occasionally to reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Disclaimer

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

EOE/M/F/D/V