



**LKD Aerospace**  
 8020 Bracken Place SE  
 Snoqualmie, WA 98065  
 Tel: 425-369-0829  
 E-mail: Lkd@Lkdaero.com

<b>Job Title:</b>	Vice-President, Engineering	<b>Reports to:</b>	CEO
<b>FLSA Status:</b>		<b>Location:</b>	Snoqualmie, WA, USA

### JOB DESCRIPTION

**The following job description may not encompass all functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The following statements do not establish a contract for employment and are subject to change at the discretion of the employer.**

**POSITION SUMMARY:**

Leads all engineering activities including: Research & Development of new inertial sensors, systems, GNSS, physical packaging, and software technologies (such as sensor fusion, machine learning, and artificial intelligence (AI) and related to products). Directs and coordinates activities of the engineering department for technical evaluation and testing of new sensors, microprocessors, software, and GNSS systems new technologies (both internal and external). Leads technical interaction with key customers on new products and leads the initial prototype design through our product development evaluation and qualification process with ultimately fully prepared documentation for transition to operations and production manufacturing. Ownership of New Product Development (NPI) Process that writes, edits, designs, and/or oversees the creation of the initial development, testing and qualification plans potentially including customer qualification testing. Works closely with operations to ensure manufacturing plans, tooling and fixtures, manufacturing work instructions, bill of materials, and costing analysis are completed prior to transition to manufacturing. Manages multiple concurrent projects to ensure that planning, implementation and prescribed activities are carried out in accordance with specified objectives and the available schedule, budget and resources. Oversees document control, technical writing, and a variety of engineering support functions. Leads activities across groups and across products to ensure product inter-operability and compatibility with other projects. Assess department infrastructure and develops systems, processes and procedures to improve efficiency, coordination and productivity while managing to budget and program schedules.

**ESSENTIAL DUTIES AND FUNCTIONS:**

- Works closely with CEO, VP-Business Development, Chief Scientist and Chief Software Architect on leading all product development strategy for the company.
- Key member of the Executive Staff reporting to the CEO and is integral to all company strategy including: new products, operations support and developing the engineering team.
- Leads and directs all engineering department activities to design and qualify all new products and to improve existing designs. This executive will also work closely with the VP of Operations to improve production, test & calibration techniques as well as to develop engineering assembly and test procedures in coordination with Operations and Quality leadership for production products.
- Provides leadership for the entire team on both defining and selecting engineering tools including software packages such as: SolidWorks, OrCAD, Visual Studio, MATLAB, SQLServer, Python etc.
- Manages lead project engineers to plan, budget and schedule via Smartsheet product development efforts and coordinate project staffing to achieve objectives. Develops Engineering Planning, Estimate & Schedule (EPES) project plan for all new activities.



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- Manages project resources and budgets to assess efficiency and to judiciously allocate engineering resources in the most effective and best prioritized manner.
- Works closely with other company management to ensure all engineering tasks and processes are followed according to budgets and quality standards.
- Forecasts operating costs of engineering programs and directs preparation of engineering R&D and program budgets.
- Involvement in requests for proposals, defining compliance statements, working closely with program customers and finalizing customer technical design requirements and technical customer communications in association with sales & marketing.
- Manages applicable engineering team members to work with Operations at the Production Readiness Review (PRR) to release all required documentation, BOMS, assembly & test procedures and drawing packages to realize transition to operations.
- Manages applicable Finite Element Analysis (FEA) mechanical design staff to design products, tooling and test fixtures to support the manufacture of parts and assemblies.
- Supports operations leadership in designing and selecting optimum equipment for manufacturing, test & calibration of parts and assemblies.
- Routinely consults with all department executives to assist in achieving company-wide goals and objectives.
- Manages engineering staff on proper usage of systems and equipment.
- Directs engineering activities to ensure that product designs are ready for transition to operations for robust and repeatable manufacturing to uniformly conform to functional specifications and customer requirements.
- Establishes processes and continuous improvement according to the latest prudent trends in the industry.
- Actively incorporates leading engineering tools, six sigma and lean methods into everything we do to become a learning and data centric world-class organization.
- Actively reviews new technologies and methods that should be adopted which may improve engineering and operations in our quest to become a world-class enterprise.
- Works with project leaders to write, publish and present technical papers in our field of study.
- Maintains a working knowledge of safety policies and regulations to ensure duties of self and others are performed in a safe manner as employee safety is paramount in everything we do.
- Maintains a relationship with the customer's engineering leadership liaison to resolve all questions and problems.
- Communicates effectively with all members of his engineering team as well as with customers, vendors and other internal leadership and staff.
- Analyzes technology trends, human resource needs, and marketing demand to plan projects.
- Sets annual goals, objectives, and development plans for all direct staff, performs annual reviews, and conducts annual salary assessment/adjustment for staff
- Performs other duties as assigned by management.

**SUPERVISORY RESPONSIBILITIES:**

This position manages employees in the engineering department. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.



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#### **QUALIFICATIONS:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

#### **EDUCATION/EXPERIENCE:**

Bachelor's degree (B. S.) from four-year college or university within the field of engineering or physics. Should have minimum 10 years of related inertial sensor, systems or GNSS engineering and product development experience in a regulated environment.

Master's degree (M. S.) or other post-graduate studies. Additional corporate certifications within the field of expertise highly desired.

#### **OTHER SKILLS AND ABILITIES:**

- Ability to use the Microsoft Office Suite is required and familiarity with MRP/ERP systems is preferred.
- Ability to pro-actively prioritize multiple tasks, while maintaining strong organization, a commitment to safety, attention to detail, and a positive team-based attitude in a fast-paced and continually changing environment.
- Understanding of SolidWorks including 2D & 3D modelling
- Understanding of Geometric Dimensioning & Tolerancing
- Familiar with FEA Simulation Analysis – experience a plus
- Experience in mechanical component design, test, trouble-shooting and documentation capability
- Experience with electronics design and understanding of OrCAD or equivalent
- Experience with software design and coding and basic understanding of firmware.
- Ability to lead DFMA and PFMEA studies to strengthen the feedback loop between design, build, and test
- Knowledge of the patent process in managing the evaluation of prior artwork and in applying for patents
- Ability to lead and work cooperatively in a fast-paced entrepreneurial small team environment and have strong ethics to do what is right for the customer, the company, and fellow employees.

Our work environment is fast paced, entrepreneurial and requires team members to have inertial product aptitude and to be detail oriented, to learn quickly and have organizational skills, and, most important, to have a positive attitude and enjoy their job and the people they work with.

#### **CERTIFICATIONS & LICENSES:**

This position does not require specific certifications or licenses, but basic certification in six sigma and lean manufacturing strongly desired.

#### **LANGUAGE SKILLS:**

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and



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procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

**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.

US citizen or permanent resident. Ability to work in a ITAR regulated environment?

**PHYSICAL DEMANDS & WORK ENVIRONMENT:**

The physical demands and work environment described below represent the activities and surroundings of the positions.

The work is typically performed in an office environment, with a moderate noise level. Frequent presence in the manufacturing area is required, where the noise level is moderate to loud with the dust, vibration, and potential chemical exposure that is typical for a small component production environment.

To perform the job, the employee is frequently required to talk and hear on the telephone and in person with individuals and groups. The incumbent is required to read and respond to documents in hard copy and electronic form. The incumbent may need to carry materials weighing up to 50 lbs. and need to bend, kneel, stretch and stand during shift.

Employee Signature:

Date:

Last Updated By:

Date: