



Title: Director of Engineering and Innovation

Department: Engineering

Reports To: President and CEO

Reporting Departments/Processes: All engineers and designers. All product engineering projects.

High Integration Areas: Sales, Program Management, Production, Materials Management, Quality

Job Type: Full-Time

About the Company

Knight Aerospace exists at the exciting intersection of aerospace, military, and medical technology. Our mission is to modernize aerospace transportation to be modular, adaptable, and customizable in an ever-changing world. We have established ourselves as the industry leader in providing quality and reliable “Quick-Change/Roll-On Roll-Off” modules and pallets to enhance the functionality of various cargo aircraft. These products allow our customers to quickly adapt their aircrafts to fit their current needs. For example, our newest product is a Aeromedical Biocontainment Module that allows for isolated medical transport units to be installed into a cargo aircraft in 45 min. Especially with the onset of COVID19, demand in the market has proven the value of our products and now we are looking to scale up. As we grow, we will continue to root our culture in these core values:

- **Caring:** We put our hearts into all we do and into every relationship. Every employee and customer relationship is essential to the success of our business.
- **Dynamic:** Speed, energy, innovation, and creativity allow us to create solutions for an uncertain future.
- **Excellence:** Quality, best practices and procedures enable the best people to make the best products.
- **Dedication:** Passion, loyalty, and willingness to step-up creates a dynamic work environment and united team.
- **Stewardship:** We manage our resources as if they were ours personally to build more thoughtful and sustainable practices.

Position Summary: In the age of coronavirus, modular medical units are more important than ever. Knight Aerospace designs and manufactures the most advanced systems in the world for transporting and treating patients. The Director of Engineering and Innovation is the key innovator for the Company and is responsible for the design, development, and maintenance of various custom, proprietary products. The products consist primarily of roll on/roll off palletized systems used for the transport of people and equipment in cargo aircraft throughout the world. As this is a small company, this comprehensive role will have wide responsibility for its designs and will see the product through the entire production process from the intake of raw materials through the delivery of quality products. As manager of the Engineering Department, this person will be responsible for the entire department’s delivery of the engineering product. The Director of Engineering will represent the Company and its values and will ensure that the expectations of the Company’s customers are exceeded by performing the following:

Duties and Responsibilities:

- Lead the Company’s innovation efforts in creating the highest level of technology and design possible. Investigate products and concepts for improving existing products and creating new products in response to market needs.



- Conceive, design and plan for various products and portions of products, applying mechanical principles, material science and aerodynamics. This includes being presented with customer needs which must be addressed in a thorough, robust, and innovative manner.
- Collaborate with Sales and Program Management to develop quotes, schedules, proposals, and responses to customer technical inquiries. Includes technical analysis of RFPs and SOWs.
- Prepare and manage on an ongoing basis, the schedule for engineering, meeting the requirements for program management so that all deliverables are completed on a timely basis, consistent with the goals and collaborating with other departments to ensure on-time customer delivery.
- Guide and manage junior engineers and designers. This includes developing the Engineering team to execute the Company's goals, hiring, and directing all personnel with periodic reviews to ensure the highest caliber of personnel available and consistency with the Company's core values. It also includes carrying out the Company's personnel policies so that the employees are aware of and meeting or exceeding expectations. The Director of Engineering will set goals for all direct reports and develop action plans for all underperforming personnel. He/She will ensure that the entire organization is operating with the appropriate goals and plans as well. Staffing of the department will also involve identifying and procuring outside services as needed.
- Ensure that the various products maintain the quality standards demanded by the company and its industry, including all certifications, especially air-worthiness standards.
- Routinely meet with, correspond with, and manage vendors of products or equipment used in the production of the Company's products and with outside firms performing engineering work or work directly related to the Company's programs.
- Assist in demonstrations of products in coordination with Company marketing strategies.
- Continuously strive for the operating efficiencies necessary to achieve the Company's profit goals. This is to be accomplished by the efficient use of personnel, equipment, and inventories as products are designed and produced.
- Identify best practices in the industry and strive to introduce those to the engineering process.
- Research products, techniques and methodologies which make improvements in the products or processes necessary to insure leading edge solutions.
- Present progress reports on various projects within the department, with senior management, and with customers, as needed.

General Expectations:

- Works effectively with other managers of the Company to promote good teamwork and a work environment which is productive and positive in order to execute the Company's goals.
- Leads project teams directed at process improvements, product, waste minimization, new product development and culture change.
- Experienced in modular design and Agile/Scrum project management approaches and/or is experienced with Theory of Constraints/Lean manufacturing systems.
- Leads the department in a positive, innovative, and efficient manner.
- Reflects executive presence and executive courage.
- Reflects the Company's core values in all communications and activities.

Qualifications:

- Bachelor's degree in Mechanical or Aerospace Engineering.
- Minimum of 10 years of direct engineering experience. (Aerospace highly preferred)
- Minimum of 5 years of supervisory or management experience.
- Highly proficient user of Solidworks, Solidworks PDM, and Solidworks Simulation.
- Ability to communicate effectively orally and in written form, internally and externally.
- Computer skills using Microsoft Office Suite.
- Experienced user of program management software.
- Product Portfolio and presentation of body of work in order to fully articulate skill set.



- Biomedical experience or specialization a plus.
- Six Sigma Green or Black Belt or demonstrated ability as an excellent problem solver with root cause analysis skills.
- Experience with outsourcing alternatives for direct staff and third-party verification providers such as DERs, etc.

Work Environment Requirements:

- International and domestic travel in support of product designs, implementations, or ongoing service.
- Office environment is typical for day-to-day operations.
- Shop environment when supporting production.

We are located at 3606 Southwest 36th Street, Suite 101 and are an equal opportunity employer. We provide company paid medical dental, vision, life, ADD&D and long term disability insurance. We also subsidize gym memberships.

If you want the opportunity to be part of a highly innovative team in a growing company with global reach, reach out and tell us why. Please send your resume to ngarcia@knightaerospace.com