

**Long Wave Inc. Position Description**

**Status:** Open Until Filled

**Position Title:**  Director, Engineering Management

**Department/Location:** Strategic Programs/Oklahoma City

**Supervisor:**

**Status:** Regular/Full-Time Exempt

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**Job Description:**

The Director of Engineering is responsible for ensuring that the technical scope of projects stays on schedule within the company’s profit and loss centers, including field operations as required. This individual will provide strategic technical leadership and implement objectives and initiatives based on long-term product and profitability goals. They will ensure the availability of adequate resources, working with engineering functional leads to pursue the company’s strategic goals and operational plans.

The Director of Engineering is also responsible for the overall organizational health of the engineering workforce, including the recruitment, retention, and development of top talent, as well as ensuring the availability of tools, processes, and training.

The Director’s primary focus is leading cross-functional engineering teams to nurture innovation, create new solutions for existing products, and support the company’s Chief Engineer/Technical Fellows in creating roadmaps for critical technologies. In addition, the Director will lead all engineering functions, ensuring timely execution of products that serve Government/DoD and international markets. The position requires flexibility to manage multiple customer requirements, including technical capabilities, schedules, and budgets. They must collaborate across organizational boundaries to ensure smooth transitions of programs into production, deployment, and sustainment phases for all stakeholders.

**Essential Responsibilities:**

* Plan and execute product development for all phases of the product life cycle
* Manage technical scope and schedule within budget
* Serve as the engineering leader within the Senior Leadership Team to proactively address potential skills gaps
* Build, lead, and manage the cross-functional engineering organization
* Collaborate with the company’s Chief Engineer to manage the Internal Research and Development (IRAD) portfolio and maintain the product technology roadmap
* Forecast and manage engineering staffing demands and resource allocation
* Lead and mentor the engineering team to develop strong technical leaders
* Manage the engineering organization’s budgets
* Serve as the decision-maker for high-level, high-impact technical engineering issues
* Foster a culture of continuous improvement and best practices within the engineering organization
* Represent the engineering organization with major customers and stakeholders

**Basic Qualifications:**

* Bachelor’s degree in engineering, with a Master’s degree in Engineering or a Master of Business Administration (MBA) highly desired
* 15 years of experience in engineering leadership, product development, or government/DoD environments, with 10 years of experience leading cross-functional teams
* Model-Based Systems Engineering processes and tools experience
* Experience with engineering drawing creation, configuration management, and Engineering Change Order (ECO) processes
* RF technical understanding in core product and technology areas
* Cyber and software technical understanding in core product and technology areas
* Must hold an active Secret-level security clearance; a Top Secret/SCI clearance is preferred; US citizenship is required
* Leading and growing geographically diverse engineering organizations
* Ability to develop strategies to achieve organizational goals, understand the organization’s strengths and weaknesses, analyze market and competition, and adapt strategies to changing conditions
* Change management leader capable of identifying scope changes and developing implementation plans while effectively working with customers to identify and communicate impacts

**Preferred Qualifications:**

* Possession of certifications such as Project Management Professional (PMP), Certified Systems Engineering Professional (CSEP), or Lean Six Sigma Black Belt.
* Demonstrated success in managing engineering programs
* 10+ years of experience leading cross-functional, geographically distributed engineering teams, successfully delivering projects on time and within budget.
* Successfully led the research, development, and commercialization of at least 3 major new products or technologies, contributing to significant revenue growth (e.g., a 15% increase in product line sales).
* Proven ability to implement lean practices and achieve cost savings of 10% or more through engineering efficiency and process improvements.
* Experience managing engineering input for global supply chains, overseeing supplier selection and performance, and resolving critical supply chain issues for at least 3 major international programs.

**EOE AA M/F/Vet/Disability**