



**Date:** October 21, 2010

**Job title:** Engineering Manager

**Reports to:** President/CEO

**Pay rate:** Salary

**Pay range:** DOE

**WHO:** (Beliefs, values, character, attitude, abilities)

- Focused on customer service
- Creative, take charge individual
- Proven success in start-up environment
- Entrepreneurial self-starter, motivated to win
- Strong leader, committed to making decisions
- Demonstrated success in building an operations team
- High bandwidth individual, capable of managing multiple tasks and challenges to successful conclusion

**RESPONSIBILITIES:** (Expectations and results)

- Responsible for managing engineering and product development for the company, including:
  - Hardware development
  - Software development
  - Technical support
- Work with other managers in the organization to provide overall strategic and product direction for the company
- Design and implement compensation plans consistent with delivering the company's financial goals
- Manage engineering to meet the company's goals for product delivery – features, cost and timelines

**REQUIREMENTS:** (Background and experience)

- Bachelor's degree in engineering
- Minimum 5 years' experience in engineering management
- Prefer background in energy information or building automation/controls
- Strong experience in software development, with particular emphasis on Linux, C, C++