

VP, Product Engineering

February 2025

About C-Motive

C-Motive is a startup with facilities in Middleton and Milwaukee, WI commercializing electric motors with sustainability and efficiency as top priorities. This technology was born out of UW-Madison and will be the first of its kind on the market.

Half of all electricity globally is consumed by electric motors. C-Motive's patented electrostatic motor technology delivers 95%+ efficiency, uses no rare-earth metals, less than 1% the copper, and has the potential to deliver over a gigaton of carbon savings in the next decade.

The global motor marketplace is \$100B annually and C-Motive is poised to become a significant player in the coming few years. No one else in the world is developing electrostatic machines and our goal is to become the reference motor technology for a new generation of products.



A C-Motive Electrostatic Motor

VP, Engineering

A member of the C-Motive Senior Leadership team, the VP of Product Engineering is responsible for leading the final development and product launch of C-Motive's initial product family.

This is an internally facing role leading the motor, drive hardware, and software development teams. The VP, Product Engineering is expected to help their teams triage and prioritize development activities based on customer requirements and strategic company objectives while balancing time and resources. This role is expected to bring product development processes and experience while being willing and able to contribute to technical development. This role will interface closely with commercial and operations staff and will bridge the gap from last stage research to initial commercial qualification activities. The candidate should have a clear understanding of product development best practices and demonstrated success launching technical products in competitive marketplaces.

What You Will Do

- This role is central to the Company's trajectory – we are looking for an overall impact player as much as a product and technical leader.
- Work closely with Company's CTO and COO to develop a cohesive product roadmap that ties to technology roadmap and informs operational activities.
- Establish and manage the Company's product development process – moving motor and drive designs from late-stage research to engineered product. Strategic experience around the cost-down of a product is a plus.
- Lead engineering development team and provide feedback to inform research efforts.
- Alongside commercial team, lead the Company's product roadmap and understand the sequence of product offerings and timeline for commercial commitments.
- Inform proper procedures for motor and drive testing, both internally as well as with proper certification bodies as needed.
- Work closely with internal teams, including marketing, manufacturing, and R&D, to ensure seamless integration of engineering efforts into overall business operations.
- Manage product development budgets, internal team as well as external resources.
- Monitor project progress, troubleshoot issues, and ensure quality and reliability.
- Provide engineering leadership and design oversight functions for new product development projects including: creating and maintaining development schedules, executing product development plans (schedule, product cost, resources to complete project, quality targets, product specification adherence, development and prove out of product validation test plans, etc.), interfacing with internal company personnel.
- Develop a plan and grow engineering team as needed.

Qualifications

- 10+ years in technical product development roles with increasing levels of responsibility and team management
- Prior leadership experience (Director level or above) at a venture-backed start-up company is strongly desired.
- The position will require development in multiple engineering disciplines including electronics, firmware, mechanical enclosures and packaging, and wireless communications.
- Detail oriented with demonstrated excellence in communication, management, organization, documentation and development of team and culture.
- Must have multiple examples demonstrating a track record of timely product releases, on a budget, and with quality levels needed for market adoption.



- Has a demonstrated track record of successful product introductions and lives by the mantra of “yes, if” not “no, because”
- Experience with commodity products and cost-down design strategies
- Technical experience in motor, drive, or power electronics development is a plus
- Prior experience in managing budgets, project timelines, and outside consultants
- Bachelor’s degree or equivalent experience in related technical field, ideally electromechanical systems.

C-Motive is committed to equitable compensation and we offer a generous benefits package to make sure you have the support you need. We offer a take-what-you-need paid time off program and every employee, regardless of gender identity or expression, is eligible for paid parental bonding leave. We have implemented a 401k program and all employees are granted stock options with typical vesting periods. We are committed to creating an inclusive environment for all our employees and are seeking to build a team that reflects the diversity of the people we hope to serve with our revolutionary products. C-Motive is proud to be an equal opportunity employer. To learn more about C-Motive, our team, and our company culture, please visit: c-motive.com/about/mission-vision-and-values

To apply for this position, visit [this link](#).