

Director of Process Development

April 2025

About C-Motive

C-Motive is a startup based in Middleton 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

Director of Process Development

C-Motive is seeking a detail-oriented chemical engineering leader with expertise in liquid chemical process development to spearhead the scale-up of C-Motive's processes (dielectric fluid processing and motor assembly). This individual will collaborate with both leadership and technical teams, so strong communication skills are essential.

The role will lead internal efforts to scale up the dielectric fluid purification and handling processes as well as motor cleaning, assembly and filling processes. The Director of Process Development is expected to work closely with leadership to define the optimal strategy for achieving initial production-scale processes – which might include a mix of internal processes, tolling and contract manufacturing. Additionally, this role will be responsible for developing key process metrics and conducting QA/QC analyses to ensure quality standards are met. This is a leader who leads by example and has the skills to motivate a highly technical staff. Prior start-up company experience is strongly encouraged. We are looking for someone that enjoys tackling day-to-day challenges, enjoys hands-on work, is highly organized, and takes pride in delivering results. While this role includes a significant strategic component, initial activities are expected to be very hands-on as we are still a relatively small team.



What You Will Do

- Scale-up internal dielectric fluid purification processes from 10L/month to 150L/month.
- Work with the broader team to automate current motor cleaning processes and refine motor assembly processes.
- Develop and implement in-process QA/QC tests, collaborating with the technical team to establish final product correlations and define pass/fail criteria.
- Partner with company leadership to create and execute a multi-stage roadmap for all C-Motive processes (fluid and motor), aiming to achieve production volumes of 1,000 motors/month.
- Train and manage fluid production personnel.

Qualifications

- 7+ years of experience developing fluid-based chemical processes up to 100-gal scale.
- Direct personnel management experience.
- Degree in process engineering/chemical engineering.
- Experience developing and implementing process and product QA/QC tests and metrics.
- Understanding of reliability engineering methodologies.
- Detail oriented with demonstrated excellence in communication, management, organization, documentation and development of team and culture.

Bonus Qualifications

- Experience with electrochemical systems / products is a strong plus.
- Professional engineering certification a plus.
- Familiarity with ISO certification a plus.

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](#).