

Director of Process Development

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Electrochemical materials are driving the next wave of innovation in energy capture, storage, and conversion. As these technologies evolve from lab-scale discoveries to full-scale manufacturing, they demand a new kind of process development engineer—someone who combines a strong foundation in chemical processing with the creativity and confidence to design integrated mechanical and electrical assembly systems that house these advanced electrochemical materials.



A C-Motive Electrostatic Motor

C-Motive is seeking a detail-oriented chemical engineering leader with expertise in liquid chemical process development to lead the scale-up of our core processes—including dielectric fluid purification, handling, and motor cleaning, assembly, and filling.

As Director of Process Development, you will work closely with leadership to define and execute the strategy for scaling production, which may involve a mix of in-house processes, tolling, and contract manufacturing. You'll also develop key process metrics and oversee QA/QC to ensure consistent quality.

This role requires a hands-on leader who leads by example, motivates technical teams, and thrives in a dynamic, fast-paced environment. Prior startup experience is strongly preferred. We're looking for someone who enjoys solving day-to-day challenges, is highly organized, and is committed to delivering results. While this role has a strategic component, early responsibilities will be highly hands-on as part of our growing team.

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.



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](#).