

Process Development Engineer 2026



Process Development Engineer

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 an interest in chemical processing with the creativity and resourcefulness 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 process engineer with a comfort in chemical and assembly processes to contribute to the development and the scale-up of our processes—including dielectric fluid purification, handling, and motor cleaning, assembly, and filling.

As a Process Development Engineer, you will work closely with the entire Process Development and Production teams as well as the Testing and Mechanical Design team design process flows, find and qualify equipment, and validate final processes to enable us to increase production levels 10 – 20x over the next 18 months.

This role requires a hands-on individual contributor who is not afraid to learn on the job, enjoys working collaboratively to try new things, and thrives in a dynamic, fast-paced environment. Prior startup experience is preferred. We're looking for someone who enjoys solving day-to-day challenges, is highly organized, and is committed to delivering results.

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



- Work as part of the team tasked to complete the following activities:
 - Scale-up dielectric fluid purification, fluid handling and motor filling processes
 - Improve the motor cleaning and assembly processes.
 - Improve plate flattening processes.
- Support production efforts by writing SOPs/work instructions, participate in early production efforts, training future production personnel.
- Work the testing team to develop and implement in-process QA/QC tests, to establish final product correlations, and define pass/fail criteria.

Qualifications

- Degree in process engineering/chemical engineering or related field
- 2+ years of experience developing fluid-based chemical processes
- Experience developing and implementing process QA/QC tests and metrics.
- Understanding of reliability engineering methodologies.
- Detail oriented with demonstrated excellence in communication, organization, documentation and development of team and culture.

Bonus Qualifications

- Experience with electrochemical systems / products.
- Familiarity with ISO certification a plus.

Opportunities for Growth

Immediate opportunities for growth in this role include: increasing technical ownership over 1 or more of the fluid or motor unit operations, inclusion in strategic decision making discussions, management of interns or new employees, and formal collaborations with other technical groups and the business development team.

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.