

Electrical Engineering Manager

Who We Are

Advanced Electronic Designs, Inc. (AED) is an engineering product design and development firm located in Bozeman, Montana. Founded in 1994, AED thrives on solving intricate design challenges and developing innovative solutions for a diverse clientele. Our environment is fast-paced and engaging, coupled with a healthy work-life balance and competitive compensation. Due to the hands-on nature of the products we develop, staff are required to be present on campus.

Who You Are

You are a multi-talented individual skilled at electronic hardware design as well as a clear communicator with project and people management experience. You are driven by leading and motivating an engineering team to push the boundaries of innovation and deliver high quality product designs on time and on budget. You will report to the Chief Engineering Officer collaborating on the full product development lifecycle of multiple products with product management, manufacturing, and client engineering teams.

What You Will Do

Engineering Project Management:

- Participate in the end-to-end product development lifecycle planning, including estimating budget and duration.
- Ensure adherence to timelines, budgets, and quality standards.
- Collaborate across teams, including product management, manufacturing, subcontractors, and client engineering teams to deliver high-quality product designs on time and within budget.
- Identify and mitigate risks, proactively addressing any challenges that may arise during a project.
- Ensure skillsets of assigned engineers are aligned with the project needs.
- Provide regular updates on project status, risks, and mitigation strategies.
- Collaborate with clients, stakeholders, and executives to understand project requirements and expectations.

Team Leadership and Management:

- Foster a collaborative and innovative work environment that motivates engineers.
- Provide guidance and support to team members, helping them develop their skills and achieve their professional goals.
- Conduct regular performance evaluations and provide effective and constructive feedback to ensure team members are meeting expectations.
- Bring your business understanding to assist prioritizing roadmaps, incoming project tasks, and ongoing work.

Technical Leadership:

- Provide technical guidance and expertise to the engineering team, offering solutions to complex problems and ensuring the implementation of best practices.
- Leverage expertise of the entire AED staff to solve challenging problems.
- Stay abreast of industry trends, emerging technologies, and competitive developments, incorporating relevant advancements into the product development process.

- Foster a culture of continuous learning and innovation within the engineering team, encouraging exploration of new ideas and approaches.
- Skilled at recruiting talent and quickly on-boarding new employees.

Technical Contributor:

- Participate in the projects you lead as a developer.
- Manage, assist, and contribute to hardware, firmware, FPGA, and software debugging.
- Develop and review test and validation plans.
- Utilize your technical expertise to assist other product development teams as needed.

Qualifications

Experience:

- Proven experience in a leadership role within a product development environment in the electronics industry.
- Demonstrated leadership abilities, with a track record of effectively leading and managing engineering teams.
- Minimum of 10 years of electronics design experience.

Knowledge, Skills, and Abilities:

- Strong technical background with proven expertise in electronic product design and development.
- Excellent communication and interpersonal skills, with the ability to effectively collaborate with internal and external cross-functional teams and stakeholders.
- Solid understanding of project management principles and methodologies.
- Ability to thrive in a fast-paced, dynamic environment, with a passion for driving innovation and delivering high-quality solutions.

Requirements:

- Bachelor's degree in Electrical or Computer Engineering or related field.
- Professionalism representing AED when interacting with staff, vendors, clients, and the public.
- Strong written and verbal communication skills
- Pass a comprehensive background check.
- Candidates must be able to comply with the federally mandated requirements of U.S. export control and ITAR compliance laws, which require proof that the candidate is a U.S. person.

Nice to have:

- Relevant technical certifications
- Project Management certification

Benefits

In addition to exciting work at a growing company, we offer the following benefits:

- 401(k) retirement with a company match
- QSEHRA Health Insurance Reimbursement
- Life insurance
- Vacation and holiday pay
- Relocation assistance