



Position Title: **Technology Director/Manager**

Reports to: **GM/CEO**

Location: **Ann Arbor, MI**

Date posted: **June 5, 2017**

**Summary:**

Covaron, Inc. is a materials innovation company that has created a new inorganic polymer, delivering many functions of ceramics with the manufacturing processes of a polymer. Since inception four years ago, Covaron has won the MIT/SAE Innovation of the Year Award and received a National Science Foundation SBIR Award.

Covaron is currently working with a major Automotive OEM to produce a thermal barrier coating for exhaust systems that will protect the vehicle from engine heat while allowing for hotter burning engines – the net effect being lighter weight, greater horsepower with better fuel efficiency, lower emissions and lower cost. Covaron is in process of forming a partnership with a leading chemicals company to complete development and scale up the solution.

While working towards long-term success in Automotive coatings, Covaron must continue building Core R&D and New Business Development efforts with a three-fold purpose. First, to thoroughly define and expand the base of technology and IP; second, to explore new applications that provide fast paths to revenue and unlock additional future growth; and third, to secure additional funding through programs such as SBIR that will help offset development costs. Creation of this repeat innovation engine will allow Covaron to achieve its mission to create high-performance inorganic materials to solve the world's toughest engineering challenges.

Covaron is seeking an experienced technology leader to join as Technology Director/Manager to provide overall scientific leadership and expertise required to build sustained revenue in current and new applications. The ideal candidate will have a successful scientific career and be an acknowledged leader in the area of inorganic chemistry, material science and commercialization of specialty chemicals. The candidate will undertake a strategic leadership role with the charge to establish the technical vision and development roadmap while building and managing a capable and effective technical organization and operations.

**Responsibilities:**

- Advises CEO on all matters related to technology strategy.
- Collaborates closely with senior management to ensure product roadmaps align with market needs and high-level business goals.
- Translates new product ideas into strategies, identifies resources to achieve goals, develop processes and technologies and drive products to completion to reach product goals.
- Manages all technology-related activities including R&D, process design and engineering, operations and IP (approximately 15 people).
- Ensures that each technology program is tracking to meet objectives, schedule and budget; thoughtfully yet promptly recommends adjustments to resources as required.
- Reviews resource allocations across project portfolio and completes a functional review with the Board of Directors periodically.
- Builds and structures team to effectively deliver against business and technical objectives, and ensure a talent pipeline to seed the organization with future leaders.
- Develops people with effective coaching and thoughtful assignments to projects and tasks.



- Oversees and approves scientific communication with the public, government agencies and others, including any scientific publications to be submitted by Covaron or its collaborators.
- Attends and represents the Company at conferences, trade shows or industry meetings as appropriate.
- Visits, engages and leverages outside organizations to enhance, promote or commercialize Covaron processes and products.

**Requirements:**

- Minimum 15 years of successful progression in product development, research and engineering leadership roles plus direct experience leading a technology organization
- A thorough understanding of basic and applied R&D, intellectual property issues and process scale-up with expertise in performance materials products including coatings, adhesives and composites.
- A compelling track record of developing commercially successful products
- Ability to assess scientific strengths and weaknesses, identifying new opportunities and recommending scientific direction.
- Excellent communication and presentation skills with business acumen to work in close collaboration with the CEO and Board of Directors, in addition to external partners and customers.
- Project management expertise with attention to execution against timelines and objectives.
- Portfolio and Project Management experience should include a range of formulation and application development challenges resulting in innovative and commercially successful solutions.
- Knowledge of environmental regulations in the US and EU and how the regulations impact the manufacturing processes, materials and products
- Understanding of relevant Commercial and Legal practice.
- Exposure to site and manufacturing operations.
- Masters degree or PhD in relevant scientific field is required; Inorganic Chemistry or Materials Science is preferred.
- Experience in startup environments.

**Personal characteristics:**

- Unquestioned integrity
- Demonstrates wisdom and confidence to lead in a rapidly-changing environment.
- Forthright, receptive, approachable, helpful, expert and persuasive.
- High level of enthusiasm and energy for the technology, business and customer that inspires the pursuit of excellence among team members
- Maintains composure when faced with confrontation.

**Required Education:**

- Master's

**Required Experience:**

- Product development - 10 years

**How to Apply**

Please send your cover letter and resume to [hr@covaron.com](mailto:hr@covaron.com).