Director, Electrical Engineering

**Full time onsite in San Jose**

Company is a surgical robotics company enabling better patient care by developing transformative solutions in urology. With an initial focus on BPH, the company’s Robotic System delivering Aquablation therapy, is the first FDA-cleared, automated surgical robot for the treatment of [lower urinary tract symptoms (LUTS)](https://aquablation.com/life-with-bph/#signs-and-symptoms-of-bph) due to benign prostatic hyperplasia (BPH). Aquablation therapy combines real-time, multi-dimensional imaging, automated robotics and heat-free waterjet ablation for targeted, controlled, and immediate removal of prostate tissue. Aquablation therapy offers predictable and reproducible outcomes, independent of prostate anatomy, prostate size or surgeon experience.

**SUMMARY**

As Director of the Capital Equipment & Service Electrical Engineering Team at Company, you will lead the team designing surgical robots for treating benign enlarged prostates. You will work cross-functionally with teams that will dynamically change depending on the problem and potentially include mechanical, firmware, software, project management and commercial teams. We want people who work well in teams, can brainstorm big ideas, work in new technology areas, are able to drive a concept into a prototype and then mature the design to a high-volume consumer product solution. This role will focus on guiding career growth in your team, establishing and tracking goals for highly ambiguous programs, and managing priorities and resources on projects.

**CORE RESPONSIBILITIES**

* + Set a committing and delivering example, mentoring, and growing talent
	+ Implements and maintains policies and procedures for designing, testing, installing, and maintaining electronic equipment or devices
	+ Manages electrical engineering design and review activities and sign off design documentation
	+ Work with Program and functional management to maintain project schedule
	+ Work with SW team to perform HW/SW/FW integration
	+ Work with ME team to do EE/ME integration and pass regulatory testing, e.g., EMC and safety testing
	+ Work with the external design house and ultimately take over and own the electrical design of future generation   product, Transfer the design to manufacturing, and help launch the product to the market
	+ Maintain and refine EE design of current generation products
	+ Maintain trained status for, and comply with, all relevant aspects of the Company’s Quality Management System to ensure product and support regulatory compliance
	+ Understand and adhere to the Company’s Quality & EHS Policies.

**QUALIFICATIONS (Education, Experience, Certifications)**

* + To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
	+ Minimum Bachelor’s Degree, in electrical engineering, biomedical engineering. MS degree preferred
	+ Minimum of 15 years of increasing responsibility in electrical engineering
	+ Minimum of 5 years of technical leadership responsibility in electrical engineering
	+ Strong experience in developing, delivering, deploying, and maintaining hardware products in a regulated environment is a must
	+ The ability to communicate in a concise and effective manner is required
	+ Experience in working with external partners including project definition, Request for Quote/Proposal creation, SOW creation, and acceptance criteria is required
	+ Strong experience with analog circuit, digital circuit and electrical system design is essential
	+ Experience with motor control, and CAN, RS232, RS485 communication protocols is required
	+ Understanding real-time embedded software architecture is required
	+ Excellent critical thinking, analytical, technical, and problem-solving skills
	+ Familiar with IEC 60601, ISO14971, knowledge of hardware and standards for autonomous surgical robotics is required
	+ Experience with EMC, electrical safety testing is required
	+ Experience in developing hardware of medical devices following ISO 13485 design control process is preferred
	+ Experience with ARM based microcontrollers is preferred
	+ Experience with FPGA is highly preferred
	+ Experience with Firmware/SW is preferred
	+ Experience with medical imaging (ultrasound, CMOS) is a plus
	+ Experience with launching a product to the market is preferred
	+ Experience in project execution and administration is a plus
	+ Familiarity with Agile product development a plus
	+ Experience with FDA 510(k) submission is a plus
	+ Experience with developing and maintaining connected solutions (examples: telemedicine, telehealth) is a plus

**MANAGERIAL RESPONSIBILITIES**

* + Directly manages employees in the department. Carries out managerial responsibilities in accordance with the organization’s policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance, rewarding and disciplining employees; addressing complaints and resolving problems.