



JOB DESCRIPTION

Job Title: Director of Engineering	Location: Integrated Biometrics, LLC 121 Broadcast Drive Spartanburg SC 29303 Note: Could be some percentage remote
Job Description	
<p>Job Purpose: This position reports directly to the company Chief Technology Officer. The purpose of this position is primarily a manager with light hands-on work. The position will facilitate the execution multiple complex hardware / software projects.</p> <p>Secondarily, the position will facility or solve many challenging problems related to the product including customer issues, internal issues, efficiencies and cost reduction initiatives.</p> <p>Duties:</p> <ul style="list-style-type: none">• Manages multiple cross functional projects and teams of medium to high complexity.• Develop project processes and best practices for the business for example FMEAs• Deliver projects on time and within budget, meeting high quality standards and customer expectations.• Analyze customer and market technology needs, dissecting complex problems, customer environment including process development in this area.• Creates project plans and teamwork assignments, identifies resource needs, directs daily work efforts, and tracks key project milestones. This includes managing the technical resource backlog• Actively identifies any issues or risks associated with a project, escalating them and possibly implementing mitigation strategies for risk prevention and timely resolution.• Serve as project liaison as customer facing project initiatives.• Ensure projects follow establish Product Development Lifecycle from initial requirements to final implementation into manufacturing• Develop requirements, scope and estimate for project evaluation• Troubleshoot technical product issues with customers and internal engineering teams.	

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Required Skills/Qualification

- BS degree in Electrical Engineer or Computer Engineering
- 8+ years' experience in computer hardware product development related field
- Strong analytical skills
- Understanding of product develop quality such as FMEAs
- 5 years' experience in Project Management of Product Development Life Cycle (PDLC)
- Proven ability to manage simultaneous projects or work-streams of the highest complexity
- Deep understanding of product development fundamentals, development process, systems requirements. Including the ability to read schematics, PCB design, C++, and HDL
- Ability to stay abreast of new emerging technologies and bring them to the products for performance, cost and quality reasons.
- Understanding of proper change management and quality control.
- Understanding of various O/S such as Linux, Android, Windows
- Problem Solving, Teamwork, Communication and Interpersonal Skills, must possess the company's values.
- Must be able to travel 30% of the time including international

Desired Skills/Qualification (not required)

- Master's Degree in Electrical or Computer engineering
- Some understanding of Image processing algorithms or signal processing
- Aptitude for applied physics such as optics and material science
- Some understanding of quality processes and systems
- Understanding of communication protocols such as USB, Parallel, SPI
- Understanding of biometric identification
- Knowledge of image sensors such as CIS or Custom TFT including ASICs
- Understanding of block encryption schemes such as AES and PKC such as RSA.

More On Integrated Biometrics



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Culture is important to Integrated Biometrics and a good “cultural fit” is required for employment. Integrated Biometrics has adopted the Executive Operating System (EOS) approach for the overall foundation of the organization. The EOS concept was initially outlined in the book TRACTION by Gino Wickman. Integrated Biometrics is early in its TRACTION adoption and overall embracing of EOS. Management is committed to EOS and, for 2018, is expanding EOS to all levels of the organization.

Core Purpose:

(Why IB Exists)

Enabling convenient, accurate finger print identification.

Core Values:

(Standards Of Behavior At IB)

- **Accountable**
- **Resourceful**
- **Results Oriented**
- **Persistent / Diligent**
- **Customer Focused (External And Internal)**
- **Curious**

Permission To Play Values:

(Must-Haves To work At IB)

- **Reliable / Trustworthy**
- **Co-operative**
- **Good Listener**
- **Team Player**
- **Respectful**
- **Honest**
- **Friendly**
- **Helpful**
- **Have Common Sense**



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Who Are Integrated Biometrics?

Integrated Biometrics, LLC designs and manufactures FBI-certified fingerprint sensors for law enforcement, military operations, homeland security, national identity, election validation, social services, and a wide range of commercial applications. The company's patented light emitting sensor technology enables lightweight scanners that outperform traditional prism-based devices in size, power consumption, portability, and reliability. Identity management solutions providers, government agencies, and corporations around the world rely on Integrated Biometrics' products to enroll and verify individual identity quickly and accurately, even in remote locations.

IB is an multi-national company that is rapidly scaling with high double-digit sales growth, with all the challenges and opportunities that accompany rapid growth.

Our executive offices, including marketing, finance, accounting, domestic logistics and strategic engineering, are based in Spartanburg SC. Our manufacturing and product / process / film engineering offices are outside of Seoul, South Korea. We also have an expanding R&D lab and film production facility in Phoenix AZ. The majority of IB's sales resources work remotely across the globe.

IB has been recognized as one of the South Carolina Top-25 Fastest Growing Companies in 2016 and 2017 and in the Inc. 5000 Fastest Growing Companies for 2016 and 2017.