



Job Description:

Technical Program Manager

Location:

Integrated Biometrics, LLC

6150 W. Chandler Blvd

Chandler, AZ 85226

The Company

Integrated Biometrics, LLC designs and manufactures fingerprint sensors for law enforcement, military operations, homeland security, national identity, election validation, social services, and a wide range of commercial applications. Whether it is using the company's ground-breaking easy-to-use IB360 toolkit, Touchless SDK, or their patented FBI-certified light emitting sensor (LES) technology, IB enables lightweight, mobile biometrics 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 provide identity quickly and accurately, even in challenging, remote locations.

The Role and Responsibilities

The Technical Program Manager (TPM) is accountable for end-to-end execution, tracking, and internal/external reporting of IB's highest-priority technical and business programs (e.g., new product development, OEM/NRE initiatives, SBIRs, and grant-funded work) to ensure predictable delivery against scope, schedule, cost, and quality targets. This is an in-office role based in Chandler, AZ, reporting to the Senior Director of Technology and serves as the primary integration point across functions to keep cross-team dependencies, risks, and decisions visible and actioned, including routine tracking of milestones and KPIs and proactive risk mitigation.

Responsibilities include:

- Defining and maintaining project charters: scope, success criteria, timelines, milestones, deliverables, resourcing assumptions, and budget guardrails.
- Coordinate an integrated project plan across multiple teams and stakeholders, manage inter-team dependencies, and escalate key decisions with clear options and tradeoffs.
- Establishing a metrics cadence (weekly/biweekly) and producing concise program health reporting (status, risks/issues, mitigations, KPI trends), aligned to schedule, cost, and resource utilization indicators.
- Coordinating validation activities: pilot studies, field deployments, standardized data capture procedures, data-quality monitoring, device performance tracking, and comparative evaluations of capture technologies.

- Maintaining technical documentation and traceability to support repeatable execution, audits/reviews as applicable, and clean handoffs across R&D, engineering, and downstream commercialization functions.
- Supporting product and technology strategy by contributing execution data to roadmap planning and by evaluating emerging technologies with structured, evidence-based recommendations.
- Other work as required

Position Requires:

- Bachelor's degree in Electrical or Mechanical Engineering or a related technical field required.
- Minimum 5 years of progressive experience managing technical, cross-functional projects or programs with demonstrated accountability for scope, schedule, cost, and risk.
- Multiple successful complete product launches
- Experience working with globally-distributed cross-functional teams
- Demonstrated experience managing technical, cross-functional programs with accountability for on-time delivery, risk management, and KPI-based execution reporting.
- Experience with hardware-based, embedded, and/or electro-mechanical product development lifecycles, including integration, test, and deployment readiness.
- Working knowledge of project management methodologies (PMI/predictive, Agile, and/or hybrid) and the ability to apply the right approach based on uncertainty, maturity, and stakeholder needs.
- Ability to define, track, and communicate operational KPIs (e.g., schedule variance, budget variance, cycle time, resource utilization) and convert metrics into corrective actions.
- Strong cross-functional communication skills (technical-to-nontechnical translation), high ownership, structured problem solving, and disciplined follow-through under ambiguity.
- Proven track record of managing complex technical integrations, with concrete examples of success,
- Proven ability to work adaptively, creatively and analytically in a problem-solving environment
- Ability to travel domestically and internationally without restriction to support deployments, demonstrations, and customer success (up to 25%)
- This position is on-site in Chandler, AZ.

Other Desirable Skills & Qualifications:

- Biometric industry experience and familiarity with biometrics standards and certifications
- Project management certification (e.g., PMP, CAPM, PMI-ACP, CSM) demonstrating formal training in predictive and/or agile practices.
- Domain exposure to biometrics, image processing, sensor systems, applied ML/data science workflows, or clinical/research partner coordination.
- Experience managing externally funded programs (SBIRs/grants), including milestone-driven reporting and stakeholder communications.
- Familiarity with portfolio-level reporting and improving estimation accuracy and on-time/on-budget performance over time.



- Hands-on experience with biometric or identity solutions (FAP-certified sensors, liveness detection, or mobile ID platforms).
- Software Requirements, Testing Plans and Reports, Traceability Matrix, Defect/Issue Reporting

Physical & Mental Demands:

- This position must frequently use fingers and hands to operate computer keyboards and other office machinery.
- This role requires the ability to talk and hear clearly, both in person and over the phone or video conferencing, to coordinate with internal teams and external partners.
- The employee must be able to remain in a stationary position for extended periods, as well as bend, stoop, kneel, or crouch to inspect technical equipment.
- Occasional lifting of up to 30 lbs. may be required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.
- Ability to handle frequent, long-distance flights, varying time zones, and potential jet lag.
- Proven ability to lead diverse, multi-national teams and navigate cross-cultural nuances to ensure project collaboration across global time zones.
- Ability and willingness to travel internationally (up to 25%) to support global project milestones and collaboration.
- Highly adaptable to shifting priorities in fast-paced, ambiguous environments

Integrated Biometrics is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.