



JOB TITLE: CHIEF TECHNOLOGY OFFICER
REPORTS TO: CHIEF EXECUTIVE OFFICER
FLSA STATUS: EXEMPT
PREPARED DATE: SEPTEMBER 10, 2020

SUMMARY: The Chief Technology Officer (CTO) is responsible for overseeing all technology development aspects of the company. The CTO works with Executive Management to grow the company using technological resources and the development of new products. Using an active and practical approach, the CTO will direct all employees in the Engineering and R&D departments to attain the company's strategic goals established in the company's strategic plan. The CTO must be actively aware of and evaluate emerging technology trends that complement the company's core capabilities to foster further growth and stability.

QUALIFICATIONS: To perform this job successfully, the individual must be able to perform each essential duty and responsibility in a safe and satisfactory manner. The requirements listed below are representative of the knowledge, skill, and/or ability required.

ESSENTIAL JOB FUNCTIONS:

- Direct the company's strategic direction, development, and future growth from a technical perspective
- Lead a team of highly skilled engineers and technicians while ensuring process driven, team-based decision making
- Research cold spray machine performance limits and develop system improvements to overcome limits
- Lead efforts to design smaller, simpler, less expensive machines for a mass market
- Assist with efforts to improve nozzle performance and other process improvements
- Create design changes to improve reliability and repeatability of spray deposition
- Work with spray operations to discover new applications and create repeatable processes
- Continually seek new technological solutions for customers
- Create and foster relationships with research institutions to promote collaboration and formulate product development and funding opportunities
- Evaluate and pursue new technology development opportunities
- Attend and present at technical conferences to promote knowledge of cold spray and expand VRC brand awareness
- Write white papers, proposals, and patent applications

Reasonable accommodations may be made to enable individuals with disabilities perform the essential functions. Other duties may be assigned.

SUPERVISORY RESPONSIBILITIES:

All persons assigned to Engineering and R&D departments

EDUCATION and EXPERIENCE:

- Master's degree in engineering with specialty related to cold spray required
- Ten or more years' experience in design and development of cold spray applications and equipment required
- PhD in related field preferred but not required

LANGUAGE SKILLS:

- Read and interpret documents in English such as safety rules, operating and maintenance instructions, and procedure manuals, newspapers, periodicals, journals, and manuals
- Able to develop, write, format, and communicate policy and procedure
- Write routine business and technical research reports, correspondence, business letters, summaries, and reports in English using prescribed format, and conforming to all rules of punctuation, grammar, diction, and style
- Ability to speak effectively in English before groups such as customers or employees

COMPUTER SKILLS:

- Microsoft Word, Power Point, and Excel at an advanced level
- Proficiency in CAD/CAM software
- Proficient in electronic forms of communication including email, web searching, and data organization

REASONING ABILITY:

- Apply common knowledge understanding of cold spray processes to discover and develop new uses, designs, and systems.
- Use mathematical and technical skills to interpret mechanical and metallurgical findings, financial information, and prepare budgets.
- Identify design deficiencies and develop new designs to improve performance

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear. The employee must regularly lift and/or move up to 10 pounds and frequently lift and/or move up to 25 pounds. The employee must be able to see differences in widths and lengths of lines such as those on graphs. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ENVIRONMENTAL CONDITIONS:

Inside: Protection from weather conditions but not necessarily from temperature changes. A job is considered "inside" if the worker spends approximately 75 percent or more of the time inside.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Must be able to work effectively in a stressful environment, communicate well with others, effectively deal with technicians and customers, and accept constructive criticism.
- Must be able to change activity frequently and cope with interruptions.

IMPORTANT NOTE: Essential functions of this job are described under the headings above. The job requirements and features are subject to change from time to time due to the dynamic nature of the Company.

It is the policy of VRC Metal Systems not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the Company. The Company will continue to take affirmative action to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices.

Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.