

My client in Houston, TX is focused on producing ceramic products (proppants) related to the oil and gas industry, and has just completed a round of VC financing. They are currently seeking a VP of Manufacturing and a Director of Research and Development. They are a small startup with high potential, support from top-tier industry players (to the tune of over \$10 million in financing) and offer an excellent package, relocation, benefits, and stock options. Please alert me if there is anyone that you would choose to recommend. I would encourage you to circulate this information as widely as you wish, and I appreciate the opportunity to network with you on this exciting project. **If you have already responded with a resume, you do not need to respond again.** You are also welcome to join my network on LinkedIn, if you like. See the link below:

<http://www.linkedin.com/profile?viewProfile=&key=290004>

If you would prefer not to receive future emails from me, please send me an 'unsubscribe' reply in the subject heading.

Thank you,

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VP Manufacturing Job Description:

- Lead the Company's manufacturing scalability assessment:
 - Construct a pilot plant
 - Increase the capacity of the pilot plant; manufacture several million pounds of material for field tests
 - Relocate the pilot plant to a toll manufacturer
- Lead the Company's manufacturing operation, which is expected to be significant (hundreds of millions of pounds/year) within three years:
 - Establish and help manage relationships with toll service providers

- Establish and help manage key supply chain relationships
- Establish and enforce the Company's manufacturing-scale health and human safety policies
- Assemble and lead the core manufacturing team

The ideal candidate must have significant experience with:

- The leadership of small and large manufacturing-focused teams
- Recruitment and retention of high quality manufacturing talent
- Small and large scale batch and continuous chemical or ceramic manufacturing

The candidate must exhibit the following personal attributes:

- Excellent business and personal ethics
- Proven ability to manage others in the face of considerable complexity with limited resources
- Exceptional technical competence
- Focus on “getting the right things done”
- “Results not reason, make it happen” orientation
- Effective communicator
- Ability to manage their emotions in the face of significant highs and lows
- Tough but friendly
- Ability to perform tasks outside of her/his defined job description, if necessary

The ideal candidate will have significant experience with:

- Ceramics processing:
 - Powder processing
 - High energy milling
 - Classification
 - Slurry preparation
 - Green body formation/deposition
 - Fluid beds
 - Spray dryers
 - Precipitation
 - Dip coating
 - High energy mixing
 - Assorted sintering methods
 - Rotary furnaces
 - Tunnel furnaces
 - Novel sintering processes [e.g. note to Nick this could include fluid bed furnaces, microwave sintering, induction sintering, plasma sintering]
- Thin and thick ceramic films
- Crystallization agents
- Sintering aids
- Oxide ceramics, particularly cordierite
- Non-oxide ceramics, particularly silicon carbide, silicon nitride, and the

boride family

- Intermetallics and amorphous metals
- Composites
- Fugitive phases
- Nanomaterials

AND

Director of Research and Development

Job Description: Director of R&D for a high potential fully-funded startup company

A high-potential fully funded oil and gas-focused ceramics startup with strong support from leading industry players seeks a Director of R&D to:

- Lead the Company's lab-scale R&D effort:
 - Provide a detail-oriented, "hands on," milestone-oriented approach to managing an existing nine-person high potential R&D team to:
 - Optimize and extend an existing lab-scale prototype
 - Develop a second similar technology using a related technology platform
 - Work closely with the VP Manufacturing to achieve successful commercial scale-up of the existing prototype
 - Employ already-budgeted funds to augment the existing team with high potential, follow on scientific hires
 - Work closely with Counsel, the President, and the larger

technical team to coordinate existing patent filings and also timely file high quality follow-on patent filings

- Interface with the President, VP of Manufacturing, external counterparties, and (on occasion) the Board regarding technical progress and technical challenges
- Apply for product-related grant funding should it become available

The candidate must have significant experience with:

- The leadership of small and medium-sized R&D teams
- Recruitment and retention of high quality R&D talent
- Process-oriented/focused product development
- Working closely with manufacturing personnel to scale bench-scale prototypes successfully

The candidate must exhibit the following personal attributes:

- Excellent business, scientific, and personal ethics
- Proven ability to manage others in the face of considerable complexity with limited resources
- Proven technical project management skills
- Proven ability to create commercial innovations by combining existing knowledge with new creative concepts into commercially practical results
- Exceptional technical competence
- Focus on “getting the right things done”
- “Results not reason, make it happen” orientation
- Effective communicator

- Ability to manage their emotions in the face of significant highs and lows
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- Ability to perform tasks outside of her/his defined job description, if necessary

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