

**From:** Nick Meyler <nickm@wdsearch.com>  
**Subject:** Retained Search for Director of Research and Development, Ceramics  
**Date:** January 14, 2008 7:13:05 PM EST  
**To:** Nick Meyler <nickm@wdsearch.com>

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 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 do so 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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[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
- 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]
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- 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

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