

My client in Houston, TX 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.](#)

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

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 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 (cordierite experience is a big “plus”)
- Non-oxide ceramics, particularly silicon carbide, silicon nitride, and the boride family
- Intermetallics and amorphous metals
- Composites
- Fugitive phases
- Nanomaterials

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

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