

My client in Houston, TX is focused on producing ceramic products (i.e. “proppants”) related to the energy 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 key 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 this opportunity is of specific interest to you, or possibly to someone you would choose to recommend. I would encourage you to circulate this information as widely as you wish, and appreciate the opportunity to network with you on this exciting recruiting effort. *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”
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