Dear Engineers, Scientists, Hiring Managers, and Other Readers,

First Solar, the USA’s leading solar energy company, has exclusively retained me to identify qualified and exceptional candidates for the positions below. There are, in fact, multiple similar positions open, not only for PVD (Physical Vapor Deposition), but also for CVD (Chemical Vapor Deposition), VTD (Vapor Transport Deposition), packaging, laser ablation, etc. These highly attractive positions are located in the Perrysburg, Ohio area and include competitive salary, bonus, stock purchase plan, very generous relocation assistance, and full benefits.

**Development Engineer (Advanced Deposition Technology)-- Both Individual Contributor and Manager Positions exist.**

**Basic Job Functions:**
Leads process development efforts to improve solar module performance (solar module conversion efficiency) by optimizing back contact processes using first principle and statistical techniques. Develops new processes / materials to drive improvements to solar module performance, stability and reliability, and reduce overall cost (cost per watt) of First Solar’s product.

**Experience:**
- Greater than 4 years of hands-on INDUSTRIAL experience, not from ACADEMIA, in yield, integration, device, development and/or process engineering is required.
- Some experience w/direct project and/or people management experience
- Experience in a manufacturing setting is highly desired.
- Experience leading technical groups / programs.
  - Experience with PV / solar cells and understanding of PV device is a plus

**Education:**
- Masters in Electrical Engineering, Materials Science, Physics, Chemistry, Chemical Engineering, or equivalent discipline.
• PhD strongly preferred

Requirements:

• The ability to interface with, work with, manage and drive cross-disciplinary teams with diverse technical backgrounds to a common goal
• Demonstrated leadership skills with a proven track record in setting tactical direction
• Strong communication skills and the ability to effectively communicate up, down and across organizations and organizational boundaries
• Experience in structured problem solving, including data driven (empirical) and model based (first principles / scientific) approaches with a high degree of comfort switching between the two
• Proven track record in pushing beyond the state-of-the-art in a given area to deliver and implement innovative solutions to challenging technical problems
• Demonstrated ability to transition a R&D process into manufacturing
• Expertise in thin films deposition (PVD, CVD, VTD, plating) processes with a strong fundamental understanding and appreciation of process / equipment interactions. CdTe experience is a strong plus.
• The candidate will be expected to be proficient in the theory and operations of vacuum deposition systems. Knowledge of vapor transport deposition (VTD) systems preferred.
• Work closely with manufacturing engineering and operators to transfer process improvements from development to production.
• Apply low energy plasma and laser process for research/development of subcomponents of semiconductor deposition equipment involving hands-on design, testing and qualifying of equipment, and user interaction.
• Experience in failure analysis and material characterization techniques such as XRD, SEM, SIMS, ICP, AFM, XPS required.
• Skilled in electrical and optical characterization of semiconductors. Experience with electrical and/or device simulations is preferred

Note: Semiconductor characterization experience is really critical for this position, as is the actual professional hands-on commercial sputtering experience. All prospective candidates should send resumes directly to me.

2) My client is a global leader in the world of power generation, power transmission and rail infrastructure and sets the benchmark for innovative and environmentally friendly technologies. Alstom Power builds the fastest train and the highest capacity automated metro in the world, provides turnkey integrated power plant solutions and associated services for a wide variety of energy sources, including hydro, nuclear, gas, coal and wind, and it offers a wide range of solutions for power transmission, with a focus on smart grids. They employ 96,500 people in more than 70 countries. Note: This position will be groomed to be rapidly promoted to Director-level!

Lead Electrical and I&C Engineer

The Company’s Power Gas Business North America Region is seeking a Lead Electrical and I&C Engineer experienced in the field of power generation. The position reports to the head of Engineering and is located at the Windsor, CT facility.

This lead role will have responsibility for assigned scope from the bid stage through project execution with accountability for technical deliverables in
accordance with quality, cost and schedule requirements. Some travel is required.

Primary responsibilities:

- Provide input and guidance during bid preparation including accurate scope definition and design specifications aligned with customer requirements, technical standards, and project performance requirements.

- Support costing and budget preparation for scope of equipment.

- Determine design specifications and selections for scope of equipment.

- Collaborate with other technical disciplines to ensure effective integration of electrical systems with the overall product design. Provide leadership and guidance with internal and external partners throughout all phases of engineering.

- Support supplier qualification/selection process through technical inquiries and inspections and subsequently review supplier documentation to ensure conformance with contracted deliverables and technical acceptability.

- Participate in subcontractor selection and oversee performance throughout execution.

- Prepare required technical documents including bill of materials, data sheets and requisitions for various components and equipment.

- Ensure that all assigned scope deliverables are executed in accordance with technical specifications, applicable standards/codes, cost parameters and schedule requirements.

- Support field site personnel on technical matters during installation and commissioning of systems.

- Lead role in identifying and addressing technical issues throughout project execution with technically sound cost-effective solutions.

- Represent assigned scope with customers, suppliers and other industry parties.

Qualifications:
- BS in Electrical Engineering.
- Minimum of 8 to 10 years of industry experience in power generation field (combined cycle power plant experience preferred) or process plant industry.
- Working knowledge of electrical codes and standards such as IEC, NEC, IEEE, etc.
- Skilled in relevant design calculations and methods and in use of engineering programs
- Well-developed analytical and problem-solving skills to address complex technical matters.
- Strong communication and collaborative interface skills in a team environment.
- Highly attuned to commercial / economic impact of technical decisions.
- Skilled at conveying technical positions to customers, suppliers and partners.

NOTE: Also looking for more junior engineers with just 3+ years experience.
#3) Polymer Membrane Scientist

My client in Los Angeles is a young VC-funded startup that enhances current polymer-based membranes with a nano-structured material that allows additional control of key membrane properties. The result is a wide array of advantageous membrane characteristics including improved throughput at requisite salt and contaminant rejection levels, passive and active fouling resistance, and the flexibility to address specific water chemistries. They have recently received $61 million in funding from several venture capital firms.

You will be developing a suite of innovative products based on current nanocomposite RO membrane chemistry as well as second generation membrane materials. Directing and working hands on to ensure quality and commercial viability of reverse osmosis products including hand cast and commercial reverse osmosis membrane testing and synthesis, prototype membrane testing and new product design. Work with other R&D team members to ensure highest quality laboratory procedures.

Essential Functions:

- Defining laboratory experiments and creating comprehensive R&D plans
- Hand-casting polymer and nanocomposite (mixed-matrix) membranes
- Performing advanced membrane characterization and desalination performance testing
- Synthesizing and characterizing new monomers and polymers
- Track the project mgmt process for experiments
- Robust analysis of data from lab experiments, manufacturing trials and field results
- Provide general assistance and expertise to manufacturing team members on building differentiated products that maintain company's competitive edge

Education/Training/Experience:

Required:

- M.S. or Ph.D. in polymer chemistry, chemical engineering, or material science.
- Minimum of 5 years demonstrated successful planning, execution and analysis in moving research work from the laboratory bench to a commercial product.
- Demonstrated excellence in application of analytical tools (UV-VIS, FT-IR) in quantitative and qualitative analysis.
- Thorough and demonstrated knowledge of analytical, inorganic, organic and physical chemistry.
- Ability to work with short cycle times for delivering results.
- Proven ability to lead scientific and engineering projects.
- Ability to thrive in an interdisciplinary environment.
- Good written and verbal English communication skills (MUST HAVE FLUENCY)

Desirable:

- Experience coating or casting polymer films, membranes or mixed-matrix materials
- Experience performing and interpreting AFM, SEM, TEM, XRD, EDX, XPS, FTIR, DSC, contact angle, and zeta potential
- Experience synthesizing monomers and polymers and characterization with NMR, GCMS, FTIR
- Adhesion and interactions between particles and surfaces in liquids, dispersions, and colloidal systems
- Mechanistic understanding of interfacial polymerizations
- Experience using micro and meso-scale characterization to explain macroscopic behavior
- Competitive product knowledge and industry trends
- RO membrane development including casting and coating processes
- Water analysis including ICP, ion chromatography, TOC Laboratory QA/QC
- SPC, DOE and Statistical Analysis of Laboratory Data

General Skills/Abilities: Proven attention to detail, excellent organization, written and verbal English communication skills. Competent in using Microsoft Office Word, Excel and PowerPoint.

IF you interested in pursuing any of these excellent opportunities, please respond with a confidential resume and cover letter, addressing which position is the best fit and why. Recommendations and referrals are welcomed. You may connect with me on LinkedIn at http://www.linkedin.com/profile/view?id=290004&trk=tab_pro.

Best Regards,

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Corals quite often have amazing colors and shapes
Note:
This is non-confidential information and may be shared as widely as you wish. In fact, I would encourage you to share this with anyone who you think might benefit.

Wingate Dunross, Inc. is a retained Executive Search firm in Los Angeles which has been in operation since 1983. The combined experience of the four principals spans a century of dedicated commitment to the profession of recruiting and staffing. Nicholas Meyler is a degreed Chemical Engineer and a graduate of Princeton's World-renowned Philosophy Department. He is a 6th cousin of Sir Isaac Newton (10 times removed) and enjoys genealogical research, chess, fencing, scuba, climbing, and photography.

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