

# HARPER INTERNATIONAL

## POSITION DESCRIPTION

The Position Description is the tool used by Harper International to communicate and clarify the essential job functions, establish the basis for performance expectations, and identify training needs for each position.

### Part I - Reporting Structure

<b>Job Title:</b> Director of Technology	<b>Date:</b> July, 2010
<b>Reports To (Position):</b> CEO	<b>Department:</b>
<b>Status:</b> Exempt	<b>Supervises (Positions):</b> Technology Staff
<b>Completed By (Name):</b> HR Manager	

### Part II – Position Objective

Support the sale, design and manufacturability of custom capital thermal processing equipment and systems through the optimization of Harper's Pilot Facility resources:
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### Part III – Job Responsibilities

#### Primary Duties

1. Responsible for managing multiple development/pilot facilities to include scheduling, facility/equipment oversight, resource planning, etc...
2. Recruit, supervise, train, and provide technical leadership to engineering/technology staff.
3. Plan, coordinate, and conduct material processing/development experiments.
4. Interact with Sales and Applications to understand & evaluate client specifications/requirements in a highly customized environment involving innovative technologies.
5. Assist with determining feasibility for investing resources in research and/or proof of concept experiments.
6. Develop and maintain appropriate safety protocols/procedures for all facilities.
7. Coordinate with Sales & Applications to prepare customer proposals for developmental projects.
8. Analyze results & oversee their documentation and assist other departments with the preparation of follow-up reports per customer specifications.
9. Understand & support the conversion of small-scale processes into commercially viable large-scale operations.
10. Develop & foster collaborative relationships with universities & research institutes.

**IV – Knowledge, Skills, Education****Knowledge, Skills, Education**

1. Masters Degree in Materials Science Engineering or Chemical Engineering with relevant materials science experience required. **PhD preferred.**
2. 5 years industry experience required.
3. Plant/production operations experience a plus.
4. Understanding of high temperature processes desirable.
5. Demonstrated ability to make & execute sound business decisions necessary.
6. Excellent written & verbal communication skills required.
7. Must possess high degree of technical depth and creativity.
8. Knowledge and or experience with industrial/chemical safety requirements/procedures necessary.
9. Excellent interpersonal and people management skills required.
10. Experience with relevant analysis software & Microsoft Office programs preferred.

Harper International is an Equal Opportunity / Affirmative Action Employer. M/F/D/V