Plug Power Inc.

Manager, Center of Excellence Controls

Position Profile

Company Background:
Plug Power (www.plugpower.com) is recognized internationally as a market leader and the premier organization in the race to develop an economically viable fuel cell for both residential and stationary markets. Since its inception, Plug Power Inc., a joint venture between Detroit Edison and Mechanical Technology Inc., has experienced dramatic growth and has attracted investment relationships with General Electric, DTE Energy, Vaillant GmbH and Honda R&D.

Founded in June of 1997 with 22 employees and $9 million in funding, the company currently employs over 325 individuals at its offices near Albany, New York. With a solid research base and very clear business objectives this entrepreneurial organization has the ambition, agility and the financial and business resources to ensure success.

Plug Power has developed a network of world-class strategic partners to assist in the research and development, design, manufacture, distribution, and service of their fuel cell systems. Through these alliances, Plug Power continues to lay the necessary foundation for the accelerated adoption and commercialization of fuel cell systems. Plug Power launched a highly successful Initial Public Offering on October 29, 1999 and trades on the NASDAQ under the symbol “PLUG”.

Location:
Based in New York’s Capital Region, Plug Power is located in an area that has continually received high marks for its quality of life and cost of living. Urban centers such, as NYC, Boston and Montreal are 2-3 hours away and easily accessible. The area offers culture and the natural four-season beauty of the southern Adirondack Mountain region and resort communities.

Position Overview:
The mission for the Center of Excellence (COE), Controls, is to deliver proven systems (sensors, actuators, and algorithms) that control specific components, sub-systems and modules and their interaction in the fuel cell system. The COE will be a knowledge repository, providing commercially viable control expertise to internal customers, and disseminating best engineering practices in this area throughout the company. Reporting to the VP Research & Systems Architecture, the Manager, Center of Excellence Controls is responsible for providing in-depth, hands on technical expertise, project management skills, and to be an evangelist in not only leading the center but also in effectively integrating the Center into all facets of Plug Power’s organization.

The Manager, COE Controls will have an extensive understanding of control systems including advanced controls methodologies, control systems analysis tools and the delivery of complex control systems into commercially viable products. With a Commitment to “sustainable development” this individual will create a vision for the development of control strategies and algorithms, hardware development, and verification and reliability concepts to support the product teams. The ideal candidate will possess exceptional interpersonal communication and the leadership style required to foster a dynamic team environment capable of developing “controls” into a core competence at Plug Power.

A critical component to this individual’s success will be based on their ability to vigorously lead and motivate engineering teams in delivering high quality projects to multiple project teams in a timely, efficient, and cost effective manner.
Responsibilities:

- Cultivate and develop an internal organization focused on providing expertise in controls design of the fuel cell system to support multiple customer requirements while continuing to research next generation control technology solutions.
- Implement stack control strategies to support next generation platforms.
- Enhance remote diagnostic capabilities of fuel cell system.
- Research, design and implement advanced control methods with intent of significantly extending life and improving system performance.
- Plan, coordinate and manage the selection, design and delivery of control systems to multiple product delivery teams.
- Promote the capabilities of the Controls team and the Center of Excellence across the organization through effective communication of their ability to positively impact each business unit. Develop a reputation as the “go to” organization related to all company control issues.
- Work closely with the product teams to produce high-level control designs, develop task lists, project plans, and execute the designs through the team.
- Utilize an extended enterprise of external suppliers to develop and test, new control alternatives for fuel cell systems as these technologies become commercially viable.
- Help define system and subsystem requirements and develop control algorithms and firmware necessary to ensure the best possible products.
- Develop and execute verification testing methodology for all systems, subsystems and components. Establish manufacturing readiness by ensuring all control mechanisms function as designed during the build/test cycles.
- Provide documentation for all system control functions including schematics, datasheets, test specifications and bills of material. Prepare technical reports and presentations as required.
- Assist with safety reviews and investigate applicable regulations and compliance standards.

Qualifications:

Candidates should have superior control theory and application knowledge, and a leadership style that will motivate a diverse and multicultural technical team. This professional will be an exceptional mentor, capable of offering creative, yet practical solutions to complex technical problems.

- PhD in Controls or other related engineering fields
- 10 years of progressive experience, with a minimum of 3 years leading and motivating technical teams.
- Prior experience commercializing innovative and complex control systems combined with a willingness to take risks.
- Demonstrated expertise with a variety of control systems. Knowledgeable in advanced control methodologies, tools and software.
- Industry experience in electrochemical systems or in industries such as, automotive, biomedical, automation, aerospace, appliances or related fields. High volume manufacturing experience preferred.