



Position Specification

POSITION	Senior Controls Engineer – Houston, Texas
COMPANY	<p>Our client is an industry leading provider of blower and exhauster systems for a variety of municipal and industrial applications. They design, manufacture and service multistage centrifugal blowers, high speed turbo blowers, and related control systems for a worldwide customer base. Our client is a rapidly growing, privately owned company with annual revenues of approximately \$40 million. They are based in Houston, Texas.</p>
POSITION SUMMARY	<p>The position under search is that of Senior Controls Engineer. This is a new position that will report to the company's Vice President of Engineering. The successful candidate will play a key role in the development of control systems as a major new product and service emphasis for the company, by providing both technical leadership and strong sales support.</p> <p>The company would like to bring in-house many of the design and documentation tasks currently outsourced to panel shops, in order to assure better control of the intellectual property and more flexibility in using or modifying design attributes, drawings and code for use across multiple customer opportunities. The company also plans to build the control systems business into what will effectively be a third major product line (after multistage centrifugal blowers and high speed turbo blowers,) and the President describes the individual who will fill this position as the "quarterback" of that team effort.</p>
LOCATION	<p>This position is based at the company's Houston headquarters location. Our client's corporate offices and plant facilities are situated on a seven acre tract near Houston's Hobby Airport.</p>
POSITION RESPONSIBILITIES	<p>The successful candidate will:</p> <ul style="list-style-type: none">▲ Assume technical leadership within the company for the control systems business▲ Perform systems design for control systems, including envisioning and designing new products and new applications that incorporate control systems▲ Perform actual technical work or review and oversee the work of others as required, in areas such as overall systems design, production of drawings and specifications, and programming▲ Provide the key interface to vendors who will actually build the

panels and other system components

- ▲ Recruit, train, and lead technicians and programmers as the company builds out over time an in-house team focused on control systems.
- ▲ Support the Vice President of Sales and others on the sales team as the technical lead in developing new applications and solutions identified by the sales team and the company's field reps
- ▲ Build a strong professional profile within the industry as a recognized expert on the design and application of control systems as they pertain to wastewater treatment applications and other customer applications that are in the company's customer profile
- ▲ Communicate openly and effectively both within the engineering group and also across departmental lines, supporting as necessary the sales, marketing, manufacturing, supply chain, quality control, and finance teams as well

**DESIRED
CANDIDATE
ATTRIBUTES**

- ▲ A minimum of a four year engineering degree (B.S.E.E. preferred)
- ▲ Registration as a Professional Engineer (P.E.) would be helpful but is not required
- ▲ 10 – 12 years of progressively responsible experience in engineering, ideally with a mix of sales engineering and design/applications engineering, with emphasis on control systems
- ▲ Sufficiently hands-on knowledge of control systems to be able to create systems designs and drawings and even write the code for a programmable logic controller (PLC) where required
- ▲ A strong understanding of wastewater treatment processes would be a significant plus
- ▲ Familiarity with variable frequency drives
- ▲ Very high energy level, consistent with key leadership responsibility within a business that is very much in growth mode
- ▲ Superior interpersonal and communications skills, both verbal and written.
- ▲ Strong commercial background, able to interface effectively with customers, with a thorough understanding of the sales process
- ▲ Strong computer skills, including both the Office suite of applications as well as project management and engineering design applications
- ▲ A person who thrives in an entrepreneurial environment where decisions are made quickly in response to market opportunities and communication and teamwork are essential
- ▲ A person of impeccable reputation and the highest ethical standards

COMPENSATION Our client envisions a highly competitive compensation package that will include a base salary commensurate with career accomplishments, plus a significant bonus opportunity and a full range of company benefits.

CONTACT Qualified and interested candidates should contact the executive recruiter by email, including a current resume in Word or PDF format:

Houghton Hutcheson
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