

DIRECTOR OF NEW PRODUCT DEVELOPMENT
Morningstar Corporation
Columbia, Maryland

About Us:

Morningstar Corporation is a world-leading supplier of solar charge controllers and inverters. As a small privately held company with a large international presence in the renewable energy market, Morningstar is entrepreneurial and growing quickly with a steady long-standing reputation for providing high quality and reliable power electronics. We have an 18 year track record of success, a strong global brand recognition for the highest quality products and are independently owned by all Morningstar employees and a small group of outside investors.

About the Position:

Morningstar has a pipeline of innovative new products to be developed over the next 5-10 years to help fuel our aggressive growth plans. We are now seeking a **Director of New Product Development**, to lead and manage our talented team of design engineers and technical staff in our Columbia, Maryland location. Our ideal candidate will have both strong management and technical skills. Most importantly, the candidate will have demonstrated success in leading a small design group in bringing new electronic products from concept to market on time and on budget.

Responsibilities:

- Provide leadership and process improvement for our Engineering team.
- Accomplish and complete New Product Development on time and on budget.
- Identify risk factors in product development schedules and apply strategies to minimize these risks.
- Coordinate engineering support on all products, including customer technical support.
- Achieve new product cost targets.
- Establish and develop a new structure and process for the management of our new product development
- Establish a personnel performance review process and performance metrics upon which to base raises and bonuses.
- Participate in planning and budgeting including staff, operating expenses and capital equipment: determine what is needed to get our new product list accomplished, effectively evaluate outsourcing vs. hiring.

Qualifications:

- Master's degree in Business Administration (MBA) or equivalent management education.
- Bachelor of Science degree in Electrical Engineering (BSEE), Power Electronics background preferred but not mandatory.
- Demonstrated success in leading a new product development team through all stages of product commercialization.
- Experience with designing power electronic products for industrial applications preferred.
- Self-motivated with ability to motivate team members.
- Demonstrates strong leadership qualities.

- Experience in supervising technical staff and maintaining accountability for achieving goals.
- Excellent communication skills, both verbal and written.
- Displays good interpersonal skills, is accessible and approachable and an effective team builder.
- Experience with identifying and implementing organizational process improvements.
- Understands an entrepreneurial environment, balancing the need for structure with the desire for flexibility and creativity
- Experience with project management software.

Morningstar offers a competitive salary and full benefit package, including medical, dental, vision, long term disability, retirement IRA and Employee Stock Option Plan. This is an exciting career opportunity for the right person to join our ownership culture. The position includes Incentive Stock Options and reports directly to our CEO.

Interested candidates are invited to submit a resume and cover letter with salary requirements to: kmelsky@morningstarcorp.com , RE: Director, New Product Development, MD office. Salary is commensurate with experience.

Please visit our website at www.morningstarcorp.com for further information about Morningstar's product line.

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