



Job Title: VP of Product Development

Location: Poway, CA

Department: Product Development

Reports to: Chief Executive officer

- Required Education:**
- Bachelor's degree in Computer Engineering or Computer Science
 - Preferred graduate degree / MBA in related field

- Required Experience:**
- 10+ years software development management
 - At least 5+ years in a commercial software development environment leading to delivery of enterprise software solutions to external customers.
 - 10+ years of direct management of software and quality assurance engineers; 2+ years of vendor management and negotiation.
 - Security industry
 - Management of multiple projects simultaneously through at least two full release cycles (Inception through Deployment).
 - Strong communication, listening, negotiation, and facilitation skills; team leadership; comfortable with conflict management.
 - Management of team through ISO Certification

- Required Attributes:**
- Leadership skills
 - Effective communication skills
 - Problem-solving skills
 - Ability to multitask and prioritize

- Job Responsibilities:**
- Collaborate with Commercial Teams and Technical Teams to bring products from concept to commercialization within an agreed budget and timeline
 - Lead and manage Software, Physics, as well as Test and Data Engineering managers and their teams.
 - Provide guidance and oversight regarding design and implementation.
 - Assist engineering managers to achieve higher levels of discipline, quality, and accountability.
 - Collaborate with other senior technical leaders to establish, enforce, and

evolve software and quality assurance engineering practices and patterns.

- Plan, track, and oversee multiple projects simultaneously.
- Develop, maintain, and ensure proper execution of cross-functional project plans, including personnel and hardware resources.
- Prepare and deliver performance reviews
- Manage the development process
- Participate in the development and improvement of product development and quality processes.
- Provide project representation within and external to company
- Collaborate with other functional areas to develop and communicate project status to internal and external groups.
- Visit prospective customers to observe end user environments and characteristics
- Balance needs of customers with business goals
- Travel domestically and internationally without restriction.
- Other duties as assigned.

Physical Requirements: Must be able to operate a computer, phone, fax, copy machine, and other related office equipment. A variety of standing and walking throughout the day; may be required to lift of up to 20 pounds.

Compensation: Competitive salary plus benefits (Health, Dental and Vision care plans; HSA/FSA; Short and Long term disability; Life insurance; 401k vehicle and tuition assistance program.

Background: The selected candidate will be required to pass a criminal history background check which includes a drug screen.

How to Apply: On the website career page click "Send us your resume"

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