



NEW PRODUCT DEVELOPMENT MANAGER

Scottsdale, AZ | NeoLight Headquarters

ABOUT NEOLIGHT

At NeoLight, we engineer and design empathy-driven solutions for newborns in need of neonatal medical care. While the medical device industry is focused on designing large, hospital-grade technologies that treat infant health conditions within the hospital, we focus on inventing devices that treat babies at home, under the care of parents. That's what empathy-driven innovation means to us.

Our first technology is a phototherapy device that we expect will eliminate jaundice through in-home rather than in the NICU. We have big plans for more devices that help as many families as possible suffering through the experience of having a newborn with a health condition. By 2020, we plan to be an industry thought leader in the neonatal healthcare sector, with our devices saving the lives of infants across the globe.

ABOUT THE ROLE

Position title – New Product Development Manager

Department – Product Development

Job Status – FTE

Travel Required – 20%

Job summary

The NPD Manager will manage the life cycle of medical devices containing custom electronics, mechanical, software, and disposable components for existing products as well as new product introductions. The NPD Manager will drive high-quality execution of new technology innovation by coordinating staffing, developing schedules, and budgetary requirements for the NPD Team. From a technical perspective, this position is responsible for the concept and design development of innovative medical devices through use of engineering and product development experience to design devices, device components and device subsystems in support of the company's strategic plan. This role will also work closely with physicians and the marketing group to analyze, define, and meet customer needs to play a significant role in supporting the new product portfolio. This role will also manage development and improvement of manufacturing processes by employing design for manufacturability techniques for cost-effective manufacture of new products. The NPD Manager will manage, mentor, and develop engineers and technicians while thriving in a mission-driven and fast-paced startup environment.

ESSENTIAL DUTIES

Manage a team of professional technical employees and contractors ranging from technicians to highly skilled scientists & engineers in the development of new products and in the sustaining of existing products.

Provide strategic and tactical direction for the concept and design development of innovative medical devices

Drive innovation by leading team to identify new early product concepts, and developing teams to bring these concepts through development process to commercialization.



Partner with our Upstream Marketing and Business Development teams to identify new project concepts and then develops these concepts to fill the business product portfolio.

Plan, budget, schedule, and complete projects consistent with company objectives. Oversee project teams to ensure projects are supported and are meeting goals

Take an active role in shaping the product pipeline strategy based on understanding market needs and strategies for commercialization of possible products

Conduct product designs using processes that are compliant with all applicable regulatory guidance and regulations

Drive adherence to established design control processes and good engineering and documentation practices.

Partner with affiliated disciplines such as marketing, regulatory affairs and clinical affairs to assure adequate design inputs are included.

Serve as a signature authority for all design changes, NDAs, CAPAs, NCMRs, MDRs, Engineering Change Orders, Deviations, Risk Assessments etc.

Negotiate contracts with outside engineering test facilities and contract engineering firms.

Regularly make presentations and updates to management regarding projects or product development status.

Build physician and KOL relationships for both market research purposes and industry speaking engagements.

Manages the performance and review of assigned staff, providing training and development. Ensures the department/functions objectives and accomplishments meet the organization's goals and strategic plan.

Perform other related duties as assigned by management.

Provide leadership in growing the NPD teams through recruiting top engineering talent, managing and mentoring engineers to provide continuous learning and growth.

Lead/participate in process development, product transfer, and process improvement projects to improve product quality, decrease or optimize COGS (cost of goods sold), and improve manufacturing efficiencies.

Contribute to our culture of being collaborative, respectful, transparent, ethical, efficient, high-achieving, and fun!

DESIRED QUALIFICATIONS

- Bachelors or Masters of Science in Engineering with a minimum of 8 years' industry experience is required
- Minimum of 5 years management/leadership experience is required.
- Ability to work with and maintain a professional and credible image with key physicians, consultants, vendors and co-workers.
- Ability to lead through building relationships; demonstrated facilitation skills across different functions; motivated by collective success.
- Good verbal and written communication skills, and the ability to effectively interface with all functional groups in the organization



- Experience implementing product changes through a structured, phase-gated, product development process
- Demonstrated experience in leading or supporting projects within a cross-functional team environment
- Familiarity with ISO 13485, MDD, and FDA QSR.
- Experience with multiple product launches
- Experience in medical device, FDA regulated environment
- Ability to be part of a team and adept in building and leading teams.
- Experience with planning and executing process validations and managing process risk assessment
- Demonstrated strong working knowledge of Engineering principles and its application in solving complex technical problems with minimal guidance
- Experienced in mechanical/materials testing and test method development
- Understanding of fixture design including basic machining considerations, Measurement Systems Analysis (MSA)
- Knowledgeable in Design for Six Sigma and solid experience in statistical techniques
- Proficient in Microsoft Project (or equivalent project planning software), Word, Power point, Excel and at least one CAD or Software Language is required
- Clear understanding of manufacturing process validation
- Basic understanding of intellectual property (IP) considerations

COMPENSATION & BENEFITS

COMPENSATION

- Salary is competitive with the market rate, and based on the successful candidate's specific experience and skillset.
- We offer stock compensation and performance-based raises.

BENEFITS

- Full health and dental insurance packages
- Unlimited time off as long as you're getting the job done
- Access to a full kitchen, bottomless coffee, and unsupervised play time with 3d printers
- The chance to work alongside a committed team of people who plan on saving lives and changing the world

TO APPLY

Does this job description sound like you? If so, we can't wait to meet you. Please send us an email to samantha@theneolight.com that includes the following:

- A resume detailing your professional experience
- A cover letter (with specifics about your interest in this specific role, specifically with Neolight),
- A list of no more than 3 professional references (including their name, relationship to you, email address, and phone number)

DISCLAIMER

Neolight participates in the federal E-Verify program to confirm the identity and employment authorization of all newly hired employees. For further information about the E-Verify program, please click here: <http://www.uscis.gov/e-verify/employees>.