

Job Description

Position:	Software Engineer	Date:	August 2026
Department:	Engineering	FLSA Status:	Exempt
Reports To:	Engineering Manager		

Scope

As a Software Engineer, responsibilities include supporting existing programs in production related to software, and contributing to new developments by designing, developing, modifying, analyzing, documenting, and testing embedded software on hardware.

Essential Duties and Responsibilities, including, but, are not limited to the following:

Design Activity:

- Develop new embedded software products for power supply control, implementing modern software design principles, resolving technical challenges, and providing innovative solutions.
- Integrate and test software on development hardware.
- Perform detailed software design activities.
- Participate and present at design reviews.
- Provide technical assessments of software used on development programs.
- Develop tests to verify software performance.
- Troubleshoot and resolve software challenges.
- Document developed code and associated tools used to support projects.
- Assist in research, design, development, and testing of software and tools, including development of new work products and enhancement of existing applications, systems, or embedded products.
- Read and design digital circuits using CAD tools (Altium preferred).
- Participate in internal review of software components and systems.

Proposal Activities:

- Provide technical write-ups for proposals related to software and communication.
- Evaluate designs for compliance against requirements.
- Identify or review risks and opportunities associated with design concepts and customer requirements.
- Support Marketing on technical issues; willingness to travel as required.

Sustaining/Production Activities:

- Analyze legacy designs, providing hands-on support for troubleshooting production hardware and customer-returned hardware.
- Work with the Test team to maintain and update automated test environments.
- Support development of tools used in the production environment.

Other:

- Receive detailed instructions from immediate supervisor.
- Collaborate with project leaders and other professionals within the Engineering department.
- Build stable working relationships internally.
- Support defining scope, schedule, and expectations for projects.
- Follow standard practices and procedures in analyzing situations or data from which answers can be readily obtained.
- Ability to work flexible hours and/or different shifts, if needed.
- Ability to work safely and professionally, adhering to OSHA, EPA, and State/Federal regulations.
- Reliable attendance and punctuality required.
- Perform other duties as assigned.

Qualification Requirements:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires access to our export-controlled commodities, technical data, technology and services. These items are restricted under the International Traffic in Arms Regulations (ITAR) to U.S. Citizens, Lawful Permanent Residents of the U.S. and properly licensed foreign persons. Therefore, employment is contingent on compliance with ITAR regulations and successfully obtaining and maintaining the necessary export authorization license from the U.S. Department of Commerce's Bureau of Industry and Security, U.S. Department of State's Office of Defense Trade Controls, or other applicable government agency.

Education and Experience

- Bachelor's degree in Computer Science or Electrical Engineering.
- 5 years of related experience preferred.
- Proficiency in C and assembly programming.
- Strong understanding of real-time embedded systems.
- Experience with 8- and 16-bit programming.
- Preferred experience with Atmel and Texas Instruments microcontrollers.
- Experience using electronics laboratory equipment.
- Experience reading electrical schematics.
- Experience with Windows and Linux.
- Exposure to DO-178B/C preferred.
- Understanding of Software Configuration Management (git preferred).
- Proficiency with Microsoft Office.
- Strong reasoning skills in risk assessment and failure analysis.

Physical Requirements

The physical demands described here are representative of those to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Work within a factory environment, including moderate noise and chemical odors
- Moving between sitting, standing, walking and climbing stairs daily to collect information from employees across numerous work sites.
- Operate a computer and office machinery.
- Frequently lifting and handling up to 10 pounds and periodically lifting up to 25 pounds.
- Occasionally ascend stairs.
- Specific vision abilities required by this job close vision, distance vision, peripheral vision, depth perception and the ability to focus, with correction.

Employee signature below constitutes the employees understanding of the requirements, essential functions and duties of the position.

EMPLOYEE NAME (PRINTED): _____

EMPLOYEE SIGNATURE: _____ **DATE:** _____

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