

Senior RF Engineer

We are recruiting for a Senior RF Engineer, who will play a pivotal role on the company's Engineering team. This position is a technology leader who can identify, drive and manage product design and development and solve challenges for both current and future product/opportunities at the company. Successful candidates will have a firm grasp of both the technical and market landscapes for Metamagnetics' products and technology and help shape the company's development roadmap/efforts accordingly. Candidates should have strong technical leadership abilities, and experience working and managing small teams of engineers. While the focus for this position is product design and development, the role will also include customer engagement and supporting design win opportunities and revenue growth.

This is a great opportunity to join a rapidly growing defensetech startup that is making a real impact on the industry, as well as to work with an exceptional team of RF, electrical, mechanical and materials engineers. This position will report to the company's Senior Director of Engineering.

Compensation: The compensation for this position is competitive and will range according to candidates' skills, qualifications, level of experience and other factors. Compensation will include a base salary and a stock options plan. It will also include access to the company's top-tier benefits plan which includes healthcare with coverage for employees and dependents, PTO, 401(k) with matching, and other benefits.

Key responsibilities for this position include:

- Create next-generation features and functionality in our self-tuning magnetic adaptive RF filters (Auto-tune Filter®), Self-Biased Circulators and Isolators, as well as directed energy and high-power pulsed microwave directed energy technologies. Drive and help deliver the next generation of Metamagnetics' products while driving optimization for manufacturability and cost.
- Leverage material-enabled analog signal processing functions to create advanced RF components, sub-systems, and systems. Develop the new generation of hardened receivers. (Metamagnetics' technology transforms the approach for RF front-end and receiver design and opens doors for new ways to optimize sensitivity and dynamic range).
- Actively participate in system-level design across all project phases.
- Create electromagnetic simulation models of hardware to design and evaluate performance.
- Engage customers to understand market/industry requirements and how company's products and technologies can integrate at a broader system level and address customer problems. Support company's sales/business development efforts with both existing and new customers.
- Continuously evaluate high-priority opportunities, and support various customer deliverables (prototypes, bids, presentations etc.).
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Qualifications and Requirements:

- Bachelor's degree in electrical engineering, with a focus on RF engineering. Master's degree and/or PhD in Electrical Engineering is an advantage but not required.
- 10+ years of relevant work experience in the aerospace and defense industry or related fields. Demonstrated track record of success in RF product design and development, identifying and pursuing new technology opportunities and driving results with customers.
- Proficiency in the following areas: RF circuit/component design, systems engineering, prototyping and assembly of hardware, linear and non-linear RF/microwave modeling and testing, and researching ferromagnetic phenomena in materials.
- Proactive, problem-solver and outcome oriented. Ability to work independently and as part of a team.
- Full-time exempt position, on site at Metamagnetics
- US Citizenship or Permanent Residency required
- Possess or have ability to hold a Security Clearance (secret)

Mechanical Engineer – Entry Level

The Mechanical Engineer works as part of an interdisciplinary team on a wide variety of design, drafting, fabrication and prototyping, as well as testing and data analysis tasks. Supports the team in the development, validation, and troubleshooting of leading-edge devices used in modern wireless communications and sensing systems. A successful applicant will demonstrate strong interest in research and development, excellent analytical and critical thinking skills, good oral and written communication skills, and an ability to work with their hands.

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Compensation: The compensation for this position is competitive and will range according to candidates' skills, qualifications, level of experience and other factors. Compensation will include a base salary and a stock options plan. It will also include access to the company's top-tier benefits plan which includes healthcare with coverage for employees and dependents, PTO, 401(k) with matching, and other benefits.

Key responsibilities for this position include:

- Assist in the design, development, and testing of RF components and modules packaging and integration.
- Prepare engineering drawings, specifications, and documentation using CAD and other design tools.
- Conduct basic engineering calculations, simulations, and analyses to support system performance and reliability.
- Support prototype fabrication, assembly, and validation activities.
- Perform testing and data collection, including setting up instrumentation and documenting results.
- Assist in troubleshooting and resolving design, manufacturing, or quality issues.
- Collaborate with cross-functional teams (electrical, manufacturing, quality, supply chain) to meet project objectives.
- Participate in design reviews and provide feedback on technical feasibility and risk.
- Ensure designs comply with engineering standards, safety requirements, and regulatory guidelines.
- Help generate technical reports, test summaries, and presentations for internal stakeholders.
- Maintain organized documentation of design changes, test procedures, and project records.
- Work with suppliers and vendors to identify suitable components and resolve technical questions.
- Learn and apply company policies, engineering best practices, and standard operating procedures.
- Participate in training, mentoring, and professional development to advance technical skills.

Qualifications and Requirements:

- Bachelor's degree in science or engineering (preferably, Mechanical Engineering)
- Good working knowledge of 2D and 3D CAD drafting tools, such as SolidWorks and AutoCAD
- Ability to design packages and enclosures for electronics
- Ability to communicate with customers and vendors
- Solid understanding of fundamentals of Solid Mechanics and Thermodynamics
- Basic knowledge of heat flow and power dissipation in electronics
- Hands-on skills, including CNC machining, PCBs, 3D-Printing, and assembly a plus
- Full-time exempt position, onsite at Metamagnetics
- US Citizenship or Permanent Residency
- Posses or have ability to hold a Security Clearance (secret)