

Senior Director of Engineering

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ABOUT MODULE X SOLUTIONS

Module X Solutions (MXS) is a leading provider of protective modular building systems serving customers across energy, telecommunications, infrastructure, and industrial markets. The company designs, engineers, and manufactures highly customized solutions that protect critical equipment and operations in demanding environments. Given the robust environment in MXS' core data center and power grid markets, the company is in a period of high growth with expectations for continued expansion for years to come.

Founded in 2015 by industry pioneer Steve Schoonover, MXS was built on decades of experience in modular construction. Schoonover and his leadership team had previously scaled and sold two major companies in the space, bringing deep expertise and long-standing customer relationships to the platform, along with a strong, people-centered culture. In 2020, David Hadley, co-investor and Vice Chair, stepped in as CEO. He led MXS through a period of significant growth, expanding capacity, strengthening the team, and securing long-term partnerships with blue-chip customers. In December 2024, Anand Kulkarni was appointed President and CEO, positioning MXS for its next phase of growth.

At the core of MXS's advantage is its scale and capability. The company operates a 700,000+ square foot manufacturing facility in Shreveport, Louisiana, with the ability to design, fabricate, and integrate complex modular systems under one roof. Its capabilities span steel, concrete, and fully integrated electrical systems, enabling MXS to deliver tailored, end-to-end solutions through a single, coordinated process.

With significant capacity, an experienced leadership team, and strong tailwinds across its core markets, MXS is well-positioned for continued growth. The company is actively scaling to meet increasing demand and is investing in its people, processes, and infrastructure to support the next phase of expansion.

At the center of the company's identity is the "X" in Module X Solutions, a reflection of the "X factor," or the variable that has the greatest impact on outcomes. For MXS, that factor is its people and the reputation they've built through consistent execution.



THE MXS ADVANTAGE

MXS differentiates itself through a combination of leadership experience, technical capability, and a fully integrated delivery model.

MANAGEMENT

An industry-leading team with a track record of designing and delivering modular solutions at scale.

DESIGN & ENGINEERING

A fully staffed, in-house team of subject matter experts delivering tailored solutions across energy, telecom, industrial, and government sectors.

PRODUCT CAPABILITY

The ability to design and manufacture across multiple materials. Including light and heavy gauge steel, concrete, and panelized systems, providing flexibility based on application.

SYSTEMS INTEGRATION

A climate-controlled integration facility with overhead crane capacity, enabling the incorporation of complex and sensitive equipment into finished modules.

FIELD SERVICES

End-to-end delivery, including site services and field installation, providing customers with a single, accountable partner from concept through completion.



MXS ON PURPOSE

- Module X delivers world-class engineering, modular manufacturing and integrated solutions.
- Module X meaningfully improves and elevates the lives of its employees.
- Module X makes positive contributions to the greater Shreveport community.

MXS CORE VALUES

Safety First and Last

Our most important responsibility is to make sure that our people go home safely at the end of each day. But we also want this to be about more than physical safety. We want everybody at MXS to feel safe to speak up and to know that you are respected, and you are heard.

All About the Customer

If we put our customers at the center of each of our decisions, we will build a great company.

Solutions-focused

Our customers come to us for solutions, not products. If we take the time to understand their true needs, we will deliver the solutions they are asking us for.

Excellence

We are asking each of our employees to try to be excellent in their work every day. From the shop floor to the corner office, to the job site, excellence means diligence, care, and pride in your work. Our customers will absolutely see it!

Fair Dealing

We will always encounter the unexpected in dealing with our partners, whether it is a customer change order, an employee personal need, or a vendor challenge. We will protect MXS' interests, but we will always treat our partners with respect and integrity.

Grit

We work with tenacity and creativity to overcome challenges and meet our commitments.

Teamwork

We are playing a team game; nobody can satisfy our customers alone. We can only succeed together. Remember, when MXS succeeds, you succeed.

THE OPPORTUNITY

MXS is a high-growth, custom manufacturing company whose engineering function must keep pace with rapid scaling on the shop floor. As the business takes on more complex, project-driven work and expands its capital equipment and automation footprint, engineering will remain a critical lever for the company's ability to support throughput. Many of the processes, standards, and systems this function relies on are still being formalized, and to lead engineering through this next stage of building and scaling, MXS is hiring a Senior Director of Engineering.

This is a hands-on technical leadership role for someone who wants real ownership over how an engineering organization takes shape. The right person will bring tangible, floor-level engineering expertise alongside the ability to lead a growing team through that same kind of change.

The environment is fast-paced, team-oriented, and results-driven. Success will require someone who can build trust with engineers and operators alike, and who is as comfortable working a specific technical problem as they are building the next layer of leadership underneath them. The right leader will have real latitude to shape how MXS approaches engineering as it scales, bringing structure and rigor to a fast-moving environment while keeping it lean and effective.



THE ROLE

ENGINEERING EXCELLENCE

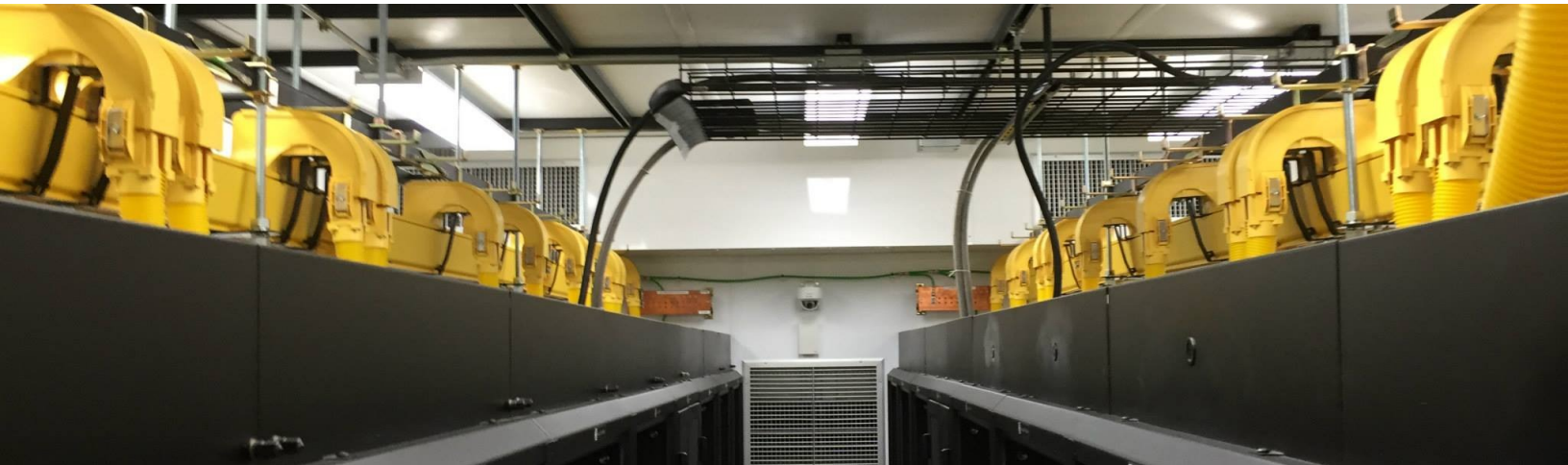
- Lead and oversee all engineering functions, including design engineering (including Critical-to-Quality identification and Design-for-Manufacturability practices), manufacturing engineering, and advanced manufacturing/R&D
- Drive process improvement and workflow optimization across engineering, including quality systems such as Material Review Board (MRB) oversight, non-conformance management, and root cause corrective action, with a focus on clean handoffs between functional groups
- Champion AI integration into engineering workflows, including design automation, BOM/ERP structuring, and project management tools
- Manage custom project-driven workflows, applying Lean and flow-management principles, including line balancing, cycle-time reduction, kitting, and pulsing/moving-line design, to maximize throughput
- Partner with operations, sales, and supply chain, including scoping automation and capital equipment, to ensure engineering supports broader business scale

CHANGE MANAGEMENT & ORGANIZATIONAL DEVELOPMENT

- Manage a team of 15-20 people with three direct reports, with an emphasis on developing and retaining leaders and team members
- Build sustained organizational capability. Deliver on core milestones while institutionalizing processes, standards, and team development
- Lead the engineering team through organizational change, scaling, and organizational optimization in a structured, people-first way
- Oversee hiring and onboarding of five open engineering positions currently in process

LEADERSHIP

- Serve as a senior member of the MXS leadership team, reporting to the VP of Operations
- Be a visible, floor-present leader who stays engaged with the team at all levels, not managing from a distance
- Model and reinforce MXS cultural values of safety, teamwork, fair dealing, and accountability



THE IDEAL CANDIDATE

TECHNICAL EXPERTISE

- Strong process orientation, including Material Review Board (MRB) experience with documented non-conformance management, and root cause corrective action supported by structured design of experiments, and a penchant for introducing structure and discipline without overcomplicating
- Experience in custom, project-driven manufacturing environments, including Design-for-Manufacturability (DFM) across a mix of recurring product lines, product variants, and new customer-specific designs, and Critical-to-Quality (CTQ) identification in design engineering
- Lean manufacturing execution, including standardized work instructions, line balancing, cycle-time and flow improvement, pre-fab feeder lines, kitting, and pulsing/moving-line design (bringing product to people rather than people to product)
- Familiarity with AI tools and their practical application in design and manufacturing engineering

CHEMISTRY & PRESENCE

- Sustained people leadership with 5+years of building, developing, and retaining engineering teams and a track record of being a successful manager of managers
- Low ego and high accountability. A highly effective manufacturing engineer of their own accord, but highly collaborative and has grown to be effective driving scaled results through teams
- Comfortable on the floor. Visible and present and genuinely engaged with the team at all levels
- High EQ that reads people and organizational dynamics well; keeps drama low
- Grit and solutions oriented. Thrives in fast-paced, high-growth environments

BUSINESS ACUMEN & FIT

- Strong business acumen. Understands how to translate business and financial goals to engineering priorities that drive enterprise value
- Willing and able to be based in Shreveport, LA on-site

PREFERRED (NOT REQUIRED)

- Hands-on exposure to construction, fabrication, electrical assembly & concrete casting trades





CONTACT US

CarterBaldwin Executive Search is honored to partner with Module X Solutions on the search for its Senior Director of Engineering. Applications, nominations, and confidential inquiries may be directed to the search team.

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