

Position: Head of Systems Engineering

Location: Smyrna, TN | Remote

## About FIXX Energy

FIXX Energy is a battery manufacturer headquartered in Smyrna, Tennessee, operating one of the most established LFP battery production facilities in the United States. The site's history traces back over a decade as a cornerstone of early U.S. EV battery manufacturing, representing a foundation of deep technical expertise and large-scale operational experience. Building on this heritage, FIXX Energy is evolving the platform into a modern, flexible manufacturing business serving the fast-growing energy storage market. The company is focused on delivering high-performance battery cells and solutions and modernizing the American grid—delivering resilient, intelligent power infrastructure that enables the next era of human connection, AI, and advanced manufacturing. By combining proven manufacturing capability with a forward-looking product and market strategy, FIXX Energy is positioned to be a key enabler of the electrified, resilient energy systems of the future.

## About the Role

FIXX is seeking a highly strategic and execution-oriented Head of Systems Engineering to lead the company's end-to-end technical systems development, integration, and operational architecture activities. This executive will serve as FIXX's senior technical authority across Energy Management Systems (EMS), Battery Management Systems (BMS), controls, cybersecurity, software, industrial communications, and integrated systems engineering.

The Head of Systems Engineering will function as the technical counterpart to the SVP, Systems Commercialization, partnering closely to ensure customer requirements, technical feasibility, system performance, and commercialization objectives remain tightly aligned throughout the project lifecycle. This role will also work in close coordination with the Head of AI Industrialization to incorporate advanced automation, AI-enabled operations, predictive analytics, intelligent controls, and digital optimization capabilities into FIXX's systems architecture and product roadmap.

The ideal candidate combines deep technical expertise with customer-facing leadership experience and the ability to manage complex cross-functional engineering efforts involving internal teams, customers, EPCs, OEMs, utilities, and strategic technology partners. This position reports to the CEO.

## Key Responsibilities

### 1. Technical Leadership & Systems Development

- Lead FIXX's overall systems engineering strategy, architecture, and technical integration.
- Oversee development and/or integration of: EMS, BMS, PCS, controllers, SCADA systems, software platforms, cybersecurity, and other communications systems
- Ensure alignment and integration across hardware, software, controls logic, communications, AI systems, and operational performance requirements.

### 2. Solutions Engineering & Technical Proposal Leadership

- Serve as the company's centralized technical resource for solutions engineering support.
- Lead technical proposals, engineering due diligence, and technical review processes.
- Partner with commercial teams to shape technically competitive and viable customer solutions.
- Support RFP responses, technical bid evaluations, system sizing, and performance modeling.

### 3. Commercial & Customer Technical Interface

- Act as senior technical interface with customer engineering, operations, and procurement.
- Support customer presentations, workshops, design reviews, and solution validation discussions.
- Work with the SVP, Systems Commercialization to align technical goals with market strategy.

### 4. Strategic Technology Partnerships

- Serve as FIXX's primary technical liaison with strategic technology partners.
- Coordinate technical integration activities, interface specifications, testing, performance validation, and joint engineering initiatives; support evaluation of emerging technologies, software platforms, controls solutions, and strategic technical partnerships.
- Ensure technical alignment between FIXX systems architecture and partner technologies.

### 5. Organizational Leadership

- Build and lead a high-performing multidisciplinary systems engineering organization.
- Establish clear engineering processes, accountability structures, and development pathways.
- Foster a culture of technical rigor, innovation, responsiveness, and execution excellence.
- Recruit, mentor, and retain top engineering and technical talent across multiple disciplines.

## Requirements

- Bachelor's degree in Engineering, Computer Science, Electrical Engineering, Controls Engineering, or related technical discipline required; advanced degree preferred.
- 10+ years of progressive engineering leadership experience in industrial systems, energy infrastructure, controls, automation, software, or related sectors.
- Demonstrated expertise in EMS/BMS integration, industrial controls, SCADA systems, PCS integration, cybersecurity, and systems interoperability.
- Proven experience leading integrated systems engineering efforts across hardware, software, controls, and operational platforms.
- Strong customer-facing experience interfacing directly with utilities, EPCs, OEMs, technology providers, and commercial teams.
- Proven ability to lead technical proposal reviews, systems integration efforts, and complex engineering programs.
- Expertise in battery energy storage systems (BESS) and industrial automation platforms required. Familiarity with distributed energy infrastructure, grid-connected energy systems, and power infrastructure strongly preferred.
- Excellent executive communication, leadership, and cross-functional collaboration skills.

## Travel

Occasional domestic and international travel required.

## What We Offer

Welcome to FIXX Energy, where you will have the opportunity to tackle the world's most fascinating challenges alongside exceptionally talented individuals who are driven to make a difference. We strive to ensure that our employees are well taken care of, enabling them to focus on their work and contribute to our collective mission.

We offer:

- Comprehensive compensation packages including a competitive salary and a bonus.
- An inclusive work environment that fosters professional and personal development.
- Medical, Dental and Vision Insurance
- HSA and Flexible Spending Accounts
- 401K with company match
- Life Insurance (Company paid and additional voluntary life available)
- Paid Vacation and 14 Paid Holidays
- Short term and long-term disability coverage (Company Paid)
- Tuition reimbursement

## Equal Employment Opportunity

At FIXX Energy, we are committed to providing Equal Employment Opportunity (EEO) to all individuals. We participate in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S.

## Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable otherwise qualified individuals with disabilities to perform the essential job functions.

- Ability to sit for extended periods of time.
- Ability to read, write, speak, hear; stand; walk; use hands to finger, handle, or feel; reach and lift with hands and arms frequently throughout the day.
- Required to occasionally lift, push, pull and/or move up to 10 pounds and occasionally required to lift, push, pull and/or move up to 35 pounds.

## Work Environment

The individual must be able to perform all essential functions as appropriate in an office, on the plant floor, in meetings, and with employees, management, customers and suppliers.

Candidate must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately, and without causing significant safety threat to self or others.

The statements made herein are intended to describe the general nature and level of work being performed by employees assigned to this job classification. They are not intended to be construed as an exhaustive and inclusive list of all responsibilities, duties, and/or skills required of personnel so classified.

Hiring is contingent upon successful completion of drug screen and background check. FIXX Energy, LLC is a drug-free workplace.