

Position: Senior Cyber Security Engineer (IT)

Location: Smyrna, TN

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 Energy is seeking a Senior Cybersecurity Engineer to lead the design, implementation, and governance of cybersecurity across both Information Technology (IT) and Operational Technology (OT) environments.

This is a hands-on architect-level role responsible for securing enterprise infrastructure, manufacturing systems, and plant operations. The candidate will work onsite and closely with IT, engineering, and plant operations teams to establish a secure-by-design framework during and after the separation from AESC Global.

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

Design, implement & maintain enterprise-wide cybersecurity architecture for IT and OT environments. Develop and maintain security standards, policies, and frameworks (aligned with NIST, ISO 27001, IEC 62443). Define secure network architecture for LAN, WAN, and Wi-Fi across corporate and plant environments.

As FIXX Energy expands into deployed energy storage systems, this role will include securing field assets and remote operations.

- Evaluate and approve third-party OT vendors (BMS, EMS, SCADA, inverters, cloud platforms) from a cybersecurity perspective.
- Design and enforce secure architectures for customer, utility, and remote access to DC Block systems.
- Develop cybersecurity standards, lifecycle management, and governance for deployed assets.
- Support incident response, vulnerability management, and patching for field systems.
- Implement centralized monitoring, logging, and threat detection across deployed projects.
- Support development of SOC and ROC capabilities for fleet-wide monitoring and operations.
- Conduct vendor risk assessments across OT suppliers.
- Ensure cybersecurity governance extends beyond manufacturing to address the growing risk of deployed energy systems.

IT Infrastructure:

- Microsoft 365 (Exchange, Teams, SharePoint, OneDrive)
- Active Directory / Azure AD (Entra ID)
- Endpoints (laptops, mobile devices)
- Secure vLAN segmentation, Firewalls, L3/L2 switches.
- Identity & Access Management (IAM)
- Conditional Access & Zero Trust architecture
- Oversee vulnerability management and patching programs.

OT Industrial Infrastructure:

- Maintain and enhance secure OT environments including:
 - MES, Manufacturing systems
 - SCADA / PLC networks
 - Maintain and secure network segmentation between IT and OT.
 - Ensure minimal disruption to production while enforcing security controls.
 - Align with industrial cybersecurity standards (IEC 62443, NIST CSF)

What you need

- Bachelor's degree in Cybersecurity, Information Technology, or a related field.
- More than 5 years' experience in cyber security.

Strong experience in:

- IT + OT security environments
- Network security (LAN/WAN/VLAN/firewalls)
- Microsoft 365 security ecosystem

Hands-on experience with:

- Firewall and network design
- Cloud security (Azure preferred)
- Proven experience in a cybersecurity role, with a focus on incident response
- Extensive knowledge of Microsoft 365 Defender and other cybersecurity tools
- Strong analytical, problem-solving skills, excellent communication and collaboration abilities with both technical and non-technical personnel
- Knowledge of cybersecurity frameworks, regulations, and best practices.
- Ability to work in a fast-paced and dynamic environment.
- Strong attention to detail and the ability to work under pressure.
- Ability to lead incident handling processes
- Certified in one or more of the following: CRISC, CISA, CISM, CISSP, SANS GIAC Security Certifications, ITIL, ISO27001
- Ability to work well in a demanding, dynamic environment, and meet overall objectives
- Understands and follows all standards of IATF16949 and VDA 6.3 quality standards. (training and awareness will be provided for those who are not familiar with these standards)
- Understands and follows all standards of ISO14001 environmental standards. (training and awareness will be provided for those who are not familiar with these standards)
- Application & Software Security experience
- Experience working for a SaaS or other technology service provider.
- Working in a consulting or consultation-task oriented environment

What is “Nice to Have?”

Relevant certifications, such as Certified Information Systems Security Professional (CISSP) or Certified Incident Handler (GCIH), CCIE are a plus.

Travel

Occasional domestic travel may be desired.

What we offer

Welcome to AESC, where you'll 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 rewarding bonus program.

- An inclusive and diverse work environment that fosters and encourages professional and personal development.
- Highly automated, clean, safe, and temperature-controlled production environment
- 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

Application Process

Even if you don't meet every requirement, we encourage you to apply. Your application allows us to learn more about you and find potential fits within our team. We strive to respond to all applicants promptly, though times may vary with submission volume. If you don't receive an immediate response, it doesn't reflect on your candidacy; we'll keep your application for future opportunities. Thank you for your patience and enthusiasm as we improve our application process.

Equal Employment Opportunity

At AESC, 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. Join us in our passion to design, manufacture, and sell high-performance products, contributing to a sustainable and zero-carbon emission future.

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 work environment is primarily an automated manufacturing plant with a concrete floor and is characterized by some temperature extremes, moderate noise, and forklift traffic. The individual must be able to perform all essential functions as appropriate 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. AESC US LLC is a drug-free workplace.