



Director of Engineering Sublime Systems

444 Somerville Ave
Somerville, MA, 02143

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Background & Overview

Cement is the most massively consumed material besides water. Each kg of cement results in a kg of CO₂, amounting to 8% of annual global CO₂ emissions. Demand for cement is increasing, as the world's population grows and urbanizes. Better, greener ways of making cement are needed if we are to curb CO₂ emissions and mitigate global warming.

Sublime Systems is developing new technology to make CO₂-neutral cement using renewable electricity, instead of fossil fuels. Sublime was founded by Dr. Leah Ellis, who was named MIT Technology Review's 35 Innovators under 35, and Prof. Yet-Ming Chiang, serial cleantech entrepreneur and professor at MIT's Department of Materials Science. Sublime is backed by leading cleantech investors: The Engine, Prime Impact Fund, and Lowercarbon Capital.

Position Overview

Sublime Systems seeks a thoughtful and pragmatic Director of Engineering to accelerate the development and construction of the company's pilot plant. The right person will have experience leading scale-up of chemical processes from laboratory to pilot scale and will be ready to get hands-on with our ground-breaking material and equipment. As one of Sublime's first employees, the Director of Engineering will make a huge impact on the development of our technology and be a defining team member. This is an exciting opportunity to combat global climate change by transforming how the world makes cement.

Responsibilities include:

- Recruiting and managing a team to establish productive cross-functional work processes and collaborative culture
- Owning the design and construction of the pilot process in Sublime's facility, including selection, design, procurement, and integration of pilot and production-scale equipment based on initial R&D
- Guiding development of the pilot plant process flow sheet and P&ID



- Performing technoeconomic analysis to guide pilot plant design and construction, evaluating alternative technical approaches, and identifying profitable use cases
- Championing safety in all of Sublime Systems' activities, including leading a hazard and operability study for Sublime's pilot plant

Knowledge and Skill Requirements

The ideal candidate is results-driven, ambitious, organized, and able to thrive in a fast-paced environment.

Requirements include:

- At least a bachelor's degree in chemical engineering or a related field, and at least ten years' relevant experience working in an environment geared towards pilot system deployment and developing new chemical processes
- Expertise in engineering project management
- Ability to grow and manage a high-functioning team including both full time employees and contractors with diverse skills including chemical, mechanical, and electrical engineering to complete unit operation design, procurement, and integration
- Experience working with contractors including engineering, procurement, and construction (EPC) firms
- Experience with process monitoring, control, and automation
- Balance, perspective, and a good sense of humor

Apply by emailing your CV and cover letter to careers@sublime-systems.com.

Referral of successful candidates will be rewarded!