



R&D Manager – Cement Materials Sublime Systems

444 Somerville Ave
Somerville, MA, 02143
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Background & Overview

Sublime Systems' mission is to have a swift and massive impact on reducing global CO₂ emissions by decarbonizing cement, the key ingredient in concrete. Founded in 2020, Sublime Systems has taken on the challenge of transforming the cement production process. Leading investors including The Engine, Prime Impact Fund, Energy Impact Partners, and Lowercarbon Capital have funded Sublime's technology, recognizing that this paradigm shift in production has set us on the path to deliver high performance, net-zero solutions to concrete producers, thereby driving gigaton-scale reductions in CO₂ emissions.

If you are galvanized by seeking solutions to hard problems, inspired to combat climate change, and have a "hard hat" in your DNA, contact us today to learn more about Sublime Systems. We are seeking extraordinary scientists, engineers, market and business development strategists, and operations experts to propel innovation and market transformation.

Position Overview

Sublime Systems seeks an R&D Manager to drive to the development of our decarbonized cement. The R&D Manager will be responsible for setting technical priorities and research strategy, planning and prioritizing research efforts, supervising and mentoring a team of researchers, providing expert guidance on difficult technical challenges, presenting results to internal and external stakeholders, and driving our efforts to meet aggressive technical milestones. This individual will be a key intellectual driver of our efforts to validate and optimize the performance of our cement. The R&D Manager will work closely with the company's leadership and will make a large impact on the technology and business. This is an exciting opportunity to combat global climate change by transforming how the world makes cement.

Responsibilities include:

- Identifying R&D priorities and developing plans to accomplish these goals
- Supervising and mentoring Sublime Systems' cement materials research team
- Ensuring that time and resources are used efficiently to consistently deliver results
- Leading the development of Sublime's technology through deep knowledge of cement and concrete properties and performance, along with connections to industry experts
- Conceiving and implementing innovative strategies to improve cement performance
- Presenting results to internal and external stakeholders
- Writing white papers, reports, grant applications, and patent applications
- Recruiting, hiring, and developing excellent R&D personnel
- Championing safety, especially in the development of experimental processes
- Helping to develop a supportive, innovative, and dynamic company culture



Knowledge and Skill Requirements

The R&D Manager will be a senior leader on Sublime Systems' technical team. This individual must be comfortable getting hands-on in the laboratory to provide instruction and guidance to the team but will spend most of their time on research strategy, planning and prioritization, intellectual leadership, and results communication. Ideal candidates will be organized, innovative, results-driven, ambitious, and excellent managers.

- B.S. or M.S. in civil engineering, materials science, materials chemistry, or a related field, plus 12 or more years of relevant work experience, OR Ph.D. in civil engineering, materials science, materials chemistry, or a related field, plus 8 or more years of relevant work experience.
- Demonstrated success in leading teams to develop innovative technologies, materials, or products.
- Deep knowledge of the cement and concrete materials industry.
- Government or industrial research and/or product development experience in cement, concrete, admixtures, or related materials is required.
- Expert knowledge of cement and concrete materials chemistry, including reaction mechanisms and material structure-property-function relationships.
- Extensive knowledge of ASTM and ACI standards and committees relevant to cement and concrete materials.
- Experience grant and patent applications is highly preferred.
- Superior presentation and communication skills, both written and verbal.
- Excellent interpersonal skills required to develop and maintain effective working relationships with all team members.
- Ability to pay close attention to detail, focusing on accuracy and quality, without losing sight of the bigger picture.
- Balance, perspective, and a good sense of humor.

Sublime Systems is proud to be an Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other characteristic protected by law.

Your Right to Work

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

Apply online at <https://jobs.lever.co/SublimeSystems> or by emailing your resume and cover letter to careers@sublime-systems.com.