

First Engineer

Data & Control Algorithms for Energy Optimization

About EQORE

EQORE is building the future of commercial and industrial energy storage. We provide full-service, intelligent energy storage systems designed to deliver superior ROI, minimizing electricity costs without disrupting operations. By streamlining the process from design through ongoing optimization and focusing on profitability, we address common industry hurdles and empower businesses with unprecedented savings. Our goal is to establish and manage a large network of distributed batteries on the grid, operating both behind the meter to serve individual customer needs and in front of the meter as a Virtual Power Plant. We aim to unlock the highest value from these assets, maximizing economic and grid-stability benefits, enabling the rapid and large scale deployment of energy storage. Our investors include the Massachusetts Clean Energy Center as well as high-visibility angels, and we are actively supported by a variety of entrepreneurial organizations at MIT and beyond.

About the Team

We are an ambitious team of three founders with diverse and deep technical backgrounds. Our experience spans cutting-edge engineering roles at companies like Tesla, Apple, and CapitalOne, coupled with 10 years of combined entrepreneurial and execution expertise in project management and construction. We are a high-energy group passionate about tackling complex problems in the energy sector. In our lean team, every member plays a critical role and has a direct, outsized impact on our success and direction. We thrive on intensity, rapid iteration, and solving hard challenges together.

Location

Greentown Labs, 444 Somerville Ave, Somerville, MA 02143

Job Description

Energy storage systems can generate revenue from numerous sources. As our first dedicated engineer, you will be responsible for expanding our core intelligence. Your primary role will be to design, build, and deploy the data infrastructure and advanced control algorithms necessary to identify, pursue, and continuously improve these revenue streams. In a fast-moving startup environment, unexpected challenges and opportunities frequently arise. We're looking for someone who thrives in ambiguity, enjoys wearing multiple hats, and is eager to contribute wherever needed — whether that's tackling technical hurdles, supporting operations, or lending a hand across teams.

You will:

- Design and implement robust, end-to-end data pipelines (ETL, feature engineering, storage solutions, visualization) to collect, process, and analyze data from energy usage, market signals, and system performance.
- Research, develop, and simulate advanced control algorithms (e.g., Model Predictive Control, Reinforcement Learning, dynamic programming, heuristic optimization) for optimal energy dispatch decisions that maximize revenue across diverse grid services and market conditions.
- Validate algorithm performance through rigorous numerical simulations (primarily using Python) and hardware-in-the-loop testing environments.
- Deploy, monitor, and continuously iterate on your algorithms, defining key performance indicators and driving improvements based on real-world data.
- Clearly communicate technical concepts, findings, and recommendations through reports and presentations to both technical colleagues and non-technical stakeholders, including the founding team.
- Influence the technical direction of our data and algorithmic platform as the foundational engineering hire.
- **Contribute across the organization.** As part of an early-stage startup, you'll have the opportunity to take on a wide variety of responsibilities beyond your core role. This may include supporting sales efforts, assisting with system installations, or helping resolve technical support issues. We value flexibility, initiative, and a collaborative spirit as we build and scale together.

Requirements

- Bachelor's, Master's, or PhD in Electrical Engineering, Computer Science, Data Science, Applied Math, or a related highly quantitative or engineering field (Master's or PhD is strongly preferred).
- Experience in building data analysis pipelines and applying statistical modeling techniques (Strong proficiency in Python with libraries like pandas, Polars, scikit-learn, etc., and experience with SQL).
- Hands-on background in the development, simulation, and ideally deployment, of control algorithms (Experience with MATLAB/Simulink or advanced Python control toolboxes).
- Experience or strong theoretical understanding of Machine Learning concepts, particularly their application in control or optimization problems (e.g., Reinforcement Learning).
- Excellent programming skills and strong command of version control (Git).
- Exceptional problem-solving skills and the ability to structure and tackle complex, ambiguous technical challenges.
- Ability to work independently and proactively, taking ownership of technical areas from initial research to production.

Further desirable qualifications include:

- Prior experience in energy systems, grid markets, IoT, or industrial controls.
- Experience with cloud computing platforms (AWS, Azure, GCP) and containerization technologies (Docker, Kubernetes).
- Background in optimization theory or energy economics.

How to Apply

If you are a highly capable and motivated engineer seeking an impactful first-engineer role in a pioneering energy startup, we encourage you to apply. Please fill out the application at the link [here](#). Applications are reviewed on a rolling basis. Apply soon to join us in building the future of energy storage!