



Grants Manager

Why Join Us

Osmoses Inc. is a membrane technology company revolutionizing the way industrial separations are performed today! Industrial separation processes account for 15% of the world's energy consumption and are responsible for 16% of CO₂ emissions because we rely on energy-intensive technology. Changing this paradigm is one of the biggest opportunities to enable the energy transition.

Our mission is to re-design the backbone of the energy and chemical industry to make it more competitive and unlock new ways to produce and purify essential molecules. We bring together a dynamic group of scientists, engineers, business professionals, and operators from all over the world to develop and commercialize cutting-edge solutions that can reduce the impact of gas separations on the environment while increasing the economic incentive for our customers.

Join us! Together, we can create a future where cleaner, more abundant, and reliable energy is available to everyone, and more sustainable industrial processes become the norm.

Position Overview

We are seeking a Grants Manager to join the Osmoses team. You will play a critical role in developing our non-dilutive funding strategy, building our grants funding pipeline, managing existing operations for active awards, and engaging with external government stakeholders and partners. You will work within the Implementation team at Osmoses, and at the intersection of business operations, grant strategy, and execution. We are looking for someone with experience in grant application, reporting, and contracting, who is familiar with the DOE, the USDA, and other relevant government agencies. The ideal candidate has a desire to support shaping policy, creating and capturing opportunities for Osmoses, with the ability to understand and translate complex technical concepts to compelling external communication. This position requires adaptability and capacity to work with multiple projects simultaneously, be organized, learn quickly, and take initiative.

What you'll be doing

Grants Strategy & Pipeline Development

- Develop and execute grant strategy for Osmoses non-dilutive funding.
- Lead grant strategy meetings, present recommendations, and align scope with leadership.
- Source state, federal and philanthropic funding opportunities of different size, prioritize them, and recommend next steps for execution on a timely basis.
- Lead the development of high-quality applications that align with Osmoses strategy and maximize award potential.
- Coordinate content contributors and ensure proposals are clear, compelling, and submitted on time.
- Attend relevant conferences to network with the broader funding ecosystem and to network with potential academic/industrial/startup entities for partnership.

Post-Award Execution & Systems Building

- Manage post-award grant reporting (oral and written), on-time billing and time-tracking for non-dilutive funds.
- Submit necessary documentation to agencies and ensure smooth on-boarding.
- Build scalable reporting and compliance systems that reduce friction and ensure accuracy across Osmoses. Continuously improve internal systems related to grant tracking and compliance.
- Manage conversations with government program managers pre- and post-award, along with the principal investigator of the award.
- Engage with government agencies and stakeholders to build relationships and increase awareness of our mission and technology.

Strategic Support & Partnerships

- Identify awards, competitions, events and accelerators (e.g., Carbon 2 Value, MassVentures START), evaluate pros and cons of applying, provide near term recommendations and track opportunity for the future.
- Carry out market research to support go-to-market strategies and technoeconomic analysis for grants, fundraising and customer-facing materials.

- Stay on top of policy trends and regulatory landscape, regularly quantifying how incentives impact Osmoses' business strategy and value proposition.
- Support efforts around government affairs and policy advocacy to shape the regulatory framework and create funding opportunities for Osmoses.

What we're looking for

- ❖ Bachelor's or Master's degree or equivalent experience in engineering, science, energy, policy, economics, or a related field.
- ❖ At least 3 years of experience in technical funding, grant writing, government contracting, or strategic program operations.
- ❖ Solution-oriented mindset with ability to learn complex technical concepts quickly.
- ❖ Excellent written and verbal communication skills.
- ❖ Comfortable working independently and in cross-functional teams.
- ❖ Ability to lead projects, stay organized, manage timelines, and self-direct.
- ❖ Enthusiasm for innovation and sustainability.

What we can offer you

- ❖ Opportunity to contribute to addressing one of the biggest industrial decarbonization and energy efficiency challenges of this century.
- ❖ Work in the heart of the most innovative square mile in the world for clean tech.
- ❖ Growth potential joining our company at a critical stage with strong momentum backed by leading venture capital firms.
- ❖ You'll work closely with Osmoses leadership and have regular interface with public funding agencies and strategic partners.
- ❖ Access to competitive salary and equity packages.

Qualities we're looking for

- ❖ **Team Player** - You thrive in a team environment, actively seek diverse perspectives, and leverage collective strengths to find the best solutions.
- ❖ **Clear Communicator** - You excel at both written and verbal communication.
- ❖ **Accountable & Transparent** - You're highly organized, communicate progress openly, and proactively adjust plans respectfully when challenges arise. There is high attention to detail and accuracy in your work.
- ❖ **Self-Directed** - You manage multiple priorities with focus, working independently and collaboratively to drive results.

- ❖ **Adaptable** - Comfortable in a fast-paced startup environment, you're quick to learn, willing to pivot, and ready to build expertise in new domains to support business needs.
- ❖ **Resilient & Growth-Oriented** - You tackle challenges with optimism and determination, and maintain a solution-focused mindset with hunger to grow and succeed.

Our commitment

You belong at Osmoses!

Osmoses is an Equal Opportunity Employer. We are committed to creating an inclusive environment for all employees. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or veteran status. All qualified applicants will receive consideration for employment without regard to these or any other characteristics protected by law.

If you're excited about making a positive impact on the environment and being part of an innovative team, we'd love to hear from you! Apply now and let's shape a greener future together!