

**Position:** Senior Quality Manager

**Location:** Torrington and Danbury, CT

**About Our Company:**

**FuelCell Energy, Inc.** (NASDAQ: FCEL) is a global leader in developing environmentally responsible distributed baseload power solutions through our proprietary fuel cell technology. We develop turn-key distributed power generation solutions and operate and provide comprehensive services for the life of the power plant. We are working to expand the proprietary technologies that we have developed over the past five decades into new products, markets and geographies. Our mission and purpose remains to utilize our proprietary, state-of-the-art fuel cell power plants to reduce the global environmental footprint of baseload power generation by providing environmentally responsible solutions for reliable electrical power, hot water, steam, chilling, hydrogen, microgrid applications, and carbon capture and, in so doing, drive demand for our products and services, thus realizing positive stockholder returns. Our fuel cell solution is a clean, efficient alternative to traditional combustion-based power generation and is complementary to an energy mix consisting of intermittent sources of energy, such as solar and wind turbines. Our systems answer the needs of diverse customers across several markets, including utility companies, municipalities, universities, hospitals, government entities and a variety of industrial and commercial enterprises. We provide solutions for various applications, including utility-scale distributed generation, on-site power generation and combined heat and power, with the differentiating ability to do so utilizing multiple sources of fuel including natural gas, Renewable Biogas (i.e., landfill gas, anaerobic digester gas), propane and various blends of such fuels. Our multi-fuel source capability is significantly enhanced by our proprietary gas-clean-up skid.

**Overview:**

We are currently seeking a highly motivated, hands-on Sr. Quality Manager to join our fast-paced, dynamic team and support FCE's business plan by effectively and proactively ensuring the highest level of Quality for FuelCell Energy Products. Reporting to the Vice President of Supply Chain and Quality, the ideal candidate must be well versed in all areas of quality assurance and have demonstrated accomplishments in establishing and maintaining proactive Quality Management Systems. The candidate must be an accomplished data-driven problem solver and a change agent with experience driving continuous improvement to quality processes.

**Responsibilities:**

The Sr. Quality Manager is a technically savvy, team builder who enjoys a fast paced work environment and the freedom to establish a strategic vision for a quality organization and then execute on it. An organizational leader with a proven track record of success improving quality performance in a product manufacturing environment. Extensive background in developing quality programs, implementing quality systems and assuring adherence to ISO 9001 standards. Excellent communicator skilled in the creation and leadership of high performance multi-disciplined teams.

**Specific duties include:**

- Manage a staff of Quality engineers and technicians and function as a leader and a coach to direct and indirect reports. Manage the team through the established functional goals and objectives and hold team members accountable and drive results.
- Continuously seek innovative ways to improve Quality effectiveness through the introduction of new quality system technologies, streamlining processes/procedures, and continuously improving methods & controls. Ensure that the improvements are compliant with ISO 9001 standards.
- Establish a strong culture of bringing focus to Cost Of Quality through effective communication, training and continuous process improvement with our engineering and manufacturing teams and all other stakeholders
- Establish product and processes metrics that effectively measure and improve performance.

- Ensure Supplier Quality via conducting supplier surveys, on-site audits, and follow up audits, to qualify and assess supplier's quality and manufacturing capabilities. Support the supplier qualification process, surveillance program and supplier development programs.
- Drive supplier actions to verify part and process quality at the supplier's location to reduce the need for incoming inspection activities.
- Actively collaborate with R&D teams to ensure systems and processes are developed and implemented to ensure quality is designed into new products. Ensure potential quality risks are actively assessed, managed, communicated, and addressed appropriately during the product development process and milestones. Perform critical review of Engineering Change Orders related to Quality System requirements
- Experience driving successful conclusions to corrective action investigations, identifying and validating root cause and corrective action. Experience with 8D and DOE methods a plus. Innovative problem solving skills and strong facilitation skills are required
- Ensure Internal Audits process is executed in accordance with ISO-9001 and internal requirements
- Develop and effectively manage operating, staffing, and capital projects budgets. Manage needs for full-time or temporary resources based on work level demands and budgetary constraints.
- Develop, execute and analyze quality-reporting measures and periodically reports to management on quality issues, supplier performance, non-conformances, corrective actions, trends and losses, always with a plan included for resolution and/or improvement.
- Proven ability to communicate effectively both in writing and verbally with staff at all levels of the organization. Superior technical writing and presentation skills Proficiency with Microsoft software applications

**Qualifications:**

**Education:** B.S. degree in Mechanical, Industrial, Manufacturing, Quality Engineering or related technical degree required. Master's degree preferred.

**Experience:** 7+ years of relevant experience in Quality Engineering required; or, 5+ years of experience with a related Master's degree. Some applicable Manufacturing Process Engineering experience in combination with Quality experience may be considered.

**Ideal candidate must have:**

- Knowledge of ISO9001 based quality systems, policies and procedures. Experience with other more stringent quality systems (AS9000, ISO13485, FDA) is a plus.
- Six Sigma Black Belt with demonstrated use of statistical tools in manufacturing process qualification, control, root cause & corrective action, and continuous improvement. E.g. MSA, DoE, SPC, FMEA, 5 Whys, etc.
- Experience in one or more of the following manufacturing categories: assembly, welding and/or coating processes; metal forming or stamping processes; chemical reactor / refinery processes; and / or continuous or discrete component manufacturing from basic chemical constituents (e.g. alloy/oxide powders & solvents in a tape casting process).
- Must have knowledge of inspection methods and techniques and ability to read and interpret technical drawings and product requirements.
- Excellent computer skills, specifically Microsoft Office Suite. Experience with ERP and database system use, preferred.
- Demonstrable supervisory/management/team leader experience.

**Special Skills and Attributes:**

- **Strong Analytical Skills:** Proficient in innovative problem solving, expertise with quality control analytical tools, and experience implementing statistical methods within manufacturing and the supply chain.
- **Change Agent:** Results oriented advocate of continuous improvement in all areas; people, processes and products. Achieved significant cost, speed and quality improvements in all areas of a company and within the supply chain.

- **People Skills:** Many career accomplishments attributed to strong coaching, leadership, influencing skills and the promotion of a team-based Quality culture. Ability to quickly form effective working relationships with staff, co-workers, supervisors, shop personnel, and customers.
- **Broad Experience Base:** Technical background in quality disciplines, maintaining proactive Quality Management Systems, supply chain quality, manufacturing quality and process control, six sigma and lean manufacturing.

**Physical Requirements / Working Conditions:**

- Must be able to work physically in the manufacturing plant or construction site, wearing required personal protective equipment (PPE) such as safety gloves, hard hats, safety shoes, etc., as designated
- Lifting up to 25 pounds, walking (standing) in/on a large manufacturing plant, on concrete flooring or uneven installation/construction site for extended periods of time
- Periodic bending, reaching - working with both hands and arms in full range of motion; and climbing ladders required to perform inspection of incoming, installed or manufactured parts
- Ability to hear or be aware of audible danger alerts
- Ability to remain on feet and move from area to area within a supplier shop or construction site
- Computer work for extended periods of time is also required
- Ability to distinguish color
- Domestic and International Travel may be required: averages up to 20%, Typically 2-3 one week international trips per year and 8-10 one to two day trips domestically per year
- Able to travel between CT locations regularly
- Ability to obtain/maintain a valid passport and travel without restriction internationally is required.

**How to Apply - External Applicants**

Please submit a copy of your resume, **along with the voluntary self-identification forms listed on our career site, to [jobs@fce.com](mailto:jobs@fce.com)**. Please reference the Position (Job Title and Job ID) in the subject header of your email.

*Please note only those authorized to work in the United States will be considered.*

**How to Apply - Current Employees Only:**

Please reference the Position (Job Title and Job ID) in the subject header of your email. Also, please email/contact your HR representative that you have applied.

**Equal Opportunity Employer - Vet/Disability**

We offer a competitive compensation package as well as comprehensive benefits including medical, dental, vision, company-paid life/disability insurance, 401(k) plan, employee stock purchase plan and generous paid leave.

Employment with FCE is subject to pre-employment drug-screen and background investigation.

*FuelCell Energy, Inc. is committed to ensuring that its application process provides an equal employment opportunity to all U.S. job seekers, including individuals with disabilities.*

*If you believe you need a reasonable accommodation in order to search for a job opening or to submit an application, please send an email with your resume to [jobs@fce.com](mailto:jobs@fce.com) or contact us by calling **203-205-2070**. Please indicate the specifics of the assistance needed.*

**NOTE:** *This dedicated phone line is designed **exclusively** to assist disabled job seekers whose disability prevents them from emailing. Only messages left for this purpose will be acknowledged. A response to your request may take up to two business days.*

No agency submissions please. Resumes submitted to any FuelCell Energy employee without a current, signed and valid contract in place with the FuelCell Energy Recruiting team for this position will become the property of FuelCell Energy and no agency fees will be paid.