



The Philadelphia Inquirer

Rajant Corporation is a 2024 Top Workplace!
4 Years Running



Director of Hardware Engineering Malvern, PA | Full-Time | Onsite

Lead Hardware Innovation in Mission-Critical Wireless Networking

RAJANT CORPORATION, the 20+-year leader and pioneer of industrial wireless patented Kinetic Mesh® networking solutions, providing full mobility and autonomous products, is seeking a Director of Hardware Engineering to lead our multidisciplinary hardware organization. This high-impact leadership role is responsible for driving Electrical Engineering, PCB Design & Layout, and Mechanical Engineering in the development of rugged, high-performance wireless networking products used in mining, military, industrial automation, and other demanding environments worldwide.

We are looking for a technical leader who can balance strategic direction with hands-on hardware expertise and thrive in a fast-paced product development environment.

Key Responsibilities:

Lead & Scale the Hardware Organization

- Manage Electrical Engineering, PCB Design/Layout, and Mechanical Engineering teams
- Build, mentor, and develop high-performing engineering leaders and contributors
- Establish design standards, best practices, and scalable development processes
- Align hardware strategy with product roadmap and company objectives

Drive Hardware Architecture & Execution

- Oversee high-speed digital, mixed-signal, RF-integrated, and power system designs
- Ensure robust PCB stack-ups, signal integrity, EMI/EMC compliance, and DFM/DFA practices
- Lead ruggedized mechanical design including thermal management and environmental protection
- Guide hardware programs from concept through EVT/DVT/PVT into production

Cross-Functional & Operational Leadership

- Partner with Product Management, Firmware/Software, Operations, and Supply Chain
- Support regulatory compliance (FCC, CE, MIL-STD, etc.)
- Manage risk, schedules, and budgets
- Oversee supplier engagement and component lifecycle management

Qualifications:

- 10+ years of hardware engineering experience
- 5+ years leading multidisciplinary engineering teams
- Strong background in high-speed digital and mixed-signal design
- Deep understanding of PCB design and layout best practices
- Experience with ruggedized mechanical systems and thermal solutions
- Proven track record delivering complex hardware products from concept to production
- Excellent leadership, communication, and cross-functional collaboration skills

Preferred Experience

- Wireless networking, RF systems, or industrial/military hardware
- Low-volume/high-mix manufacturing environments
- Experience working with global contract manufacturers
- Advanced technical degree or MBA

Why Rajant?

- Industry-leading wireless mesh technology deployed globally
- Mission-critical applications in extreme environments
- High ownership and visibility at the leadership level
- Collaborative engineering culture with real impact
- Competitive compensation and benefits

Ready to Build What Moves the World?

If you are passionate about leading hardware innovation and developing world-class engineering teams, we encourage you to apply and start the conversation.

200 Chesterfield Parkway • Malvern, PA 19355 • tel (484) 595-0233 • fax (484) 595-0244

www.rajant.com



RAJANT'S COMPANY PROFILE: www.rajant.com

Our patented InstaMesh Kinetic Mesh technology powers mission-critical operations around the world:

- Autonomous mining equipment across global sites.
- Robotics in factories and warehouses automating repetitive and dangerous tasks.
- Boston Dynamics' Spot the Robot Dog and various aerial drones.
- Oil and Gas connectivity and Maritime Port automation worldwide.
- Mission-critical communication systems trusted by the U.S. Army to keep America and our Global partners safe.

Reports to: VP of Technology. **Employment Type:** Full-Time - Regular. **Location:** Malvern, PA. Onsite.

Apply: Introduce yourself w/ cover letter & resume to: jointheteam@rajant.com.

Rajant Corporation is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, physical or mental impairment, sexual orientation or any other category protected under federal, state or local law. Rajant is a USG Contractor and complies with all US laws, regulations and Executive Orders.