DIRECTOR OF RESEARCH & DEVELOPMENT

Open Until Filled

Job Title	Director of Research & Development	**Team**	Research & Development
Location	Remote/Hybrid (Chattanooga, TN area preferred)	**Commitment**	Flexible, ~10-20 hours per week (subject to growth)
Status	Open role ⌄		

JOB SUMMARY

As the Director of R&D at Orix Systems, you'll lead the innovation behind our aerospace and defense solutions. This role is for someone passionate about cutting-edge unmanned vehicle systems, advanced tracking systems, and pioneering aerospace advancements.This role is open to candidates of all backgrounds and abilities.

JOB RESPONSIBILITIES

Key area	Tasks
Strategic Leadership	*Oversee all research initiatives related to unmanned aerial vehicles, defense technology, and avionics*
	Develop and guide the long-term technological vision for Orix Systems
	Identify and pursue emerging technologies to integrate into product offerings
Product Development	*Lead prototype development for new UAV designs, autonomous systems, and software*
	Conduct thorough testing and validation of prototypes to ensure reliability and functionality
	Collaborate with cross-functional teams to refine product concepts and bring them to fruition
Partnerships & Collaboration	*Contribute to securing grants and funding from both government and private sectors*
	Establish relationships with industry experts, academic institutions, and potential partners
	Stay up to date with industry trends and regulatory standards

REQUIREMENTS

Educational Background (*Not Required- But Preferred*):

- Bachelor's or Master's degree in Aerospace Engineering, Robotics, Avionics, or a related field **OR** equivalent experience.

Experience:

- Proven experience in R&D, prototyping, and technology integration.
- Familiarity with DoD, FAA, or other regulatory standards (preferred).
- Strong background in aerospace or unmanned vehicle development.

Skills & Competencies:

- Expertise in innovative design, product testing, and advanced technology integration
- Excellent communication and leadership skills
- Ability to manage multiple projects in a fast-paced startup environment

Compensation:

- *Generous Equity Grant*: 2.5% – 4.0% equity, vesting over 4 years with a 1-year cliff. You'll have a real stake in what we're building — we're treating this like a founder-level contribution.
- *Deferred Salary Agreement*: Competitive salary ([*to be determinded amount*] annually) will activate immediately upon securing funding. Retroactive compensation or a one-time bonus may be considered depending on funding terms.
- **Milestone Incentive:** Backpay for the deferred salary may be offered upon successful funding.

ADDITIONAL REQUIREMENTS

- Comfortable working in ambiguity, building from scratch, and making strategic technical decisions with limited resources.
- Must be able to lead and scale a small but technical team.
- Must have a positive attitude, strong work ethic and willingness to learn