

Senior Engineer – Core team.

Altium + RF design (HFSS + layout), SolidWorks, Python.

Startup funded by non-dilutive government grants.

Notch Inc.



Notch develops a new kind of RF material that can revolutionize every device that uses wireless. Our technology can convert simple antennas into smart ones and can be used in markets ranging from communications, cybersecurity and tracking. Notch is a graduate of the Boston Techstars accelerator and was founded by MIT alums in January 2018.

What will I be working on? What kind of hardware and software will I be using?

Projects change and that is the nature of startups. We currently have numerous projects that need to be completed. You will be laying out circuit boards using Altium, running RF simulations using HFSS or equivalent. Familiarity with using RF and EE test equipment. You may need to design and build your own enclosures using SolidWorks/3D printing/hand assembly etc. You also must be able to code (Python preferred) to control the hardware as needed. In addition to working alongside the founder, you will also oversee managing and delegating work to interns/coops or junior hires.

What salary and equity package would you offer? What are the growth opportunities? What is your hiring philosophy?

Compensation: competitive salary and equity

Growth Opportunities: You have the opportunity to shape and manage the engineering team as the company grows.

Hiring Philosophy: We want you to be an integral part of this company and so retention is extremely important. We want to hire the best candidates and provide them an environment where they can grow, contribute to the company and feel valued. This is our #1 priority and we believe great companies are built by great people. We also encourage diversity. The founder is an immigrant minority.

What are the hours like? How do you handle working hours? Do you allow working from home?

This is a startup so working hours can range from 40-80 hours/week. Although the management style is hands-off, the rest of the world operates from 9am-5pm. It is expected that you will get things done on time (ordering equipment, parts etc.) and it is most effective to be at work sometime before 10am at the latest. It is in the founder's experience that important "bits" of information gets lost if someone isn't around. It is also ineffective to fill someone in when they haven't been in the office. As a result, working from home is an option only if there is an emergency.

What qualities do you expect from the hire?

Work ethic: Intelligence can only get you to 80% of your potential. The rest is hard work.

Creativity: Startups hinge on creative solutions in addition to doing the work. "Creativity is intelligence having fun" – Einstein (debated)

Attitude of Resilience and Adaptability: Startups are hard. This will be one of the hardest things you will do in your life. You will grow immensely both personally and professionally. All the answers you may seek may not be available. You must be able to stomach the risk and uncertainty. Positivity or being realistic are no match for being resilient and adaptable.

Overconfidence: Not tolerated.

Resourcefulness: If we don't have it or can't do it, you should be able to figure out a way to get it done.

Ambition: We are here to build something great together.

Communication: The ability to clearly articulate complex ideas in a simple, effective way is essential. Bad grammar and spelling indicate lack of attention to detail. You will be representing the company at times.

Does management have a technical background? What is the management style?

Yes. The founder has a PhD from MIT in electrical engineering and has work experience in mechanical engineering and computer science. The management style is to be hands off and trusting that you will be able to solve any problems that come up in creative and resourceful ways.

What is the culture like? How do people dress at work?

We are generally easygoing, polite, and focused on the work. What you wear is not especially important (casual wear is fine) unless there are special meetings. We have periodic lunches and happy hours to break from the daily grind.

What does the office environment look like? What kind of perks do you offer?

We are housed at The Engine in Central Square. Think WeWork but with lab space, machining tools (milling machine, drill press, lathe, 3D printers), soldering stations and general tools. There is also free coffee, free pizza (Fridays) and free snacks.

Do you cover relocation expenses?

Currently no. The company is based in Cambridge, MA and the hire would have to relocate on their own or already be based here.

Citizenship requirements?

Our customers are currently the DoD and as a result, you must be a U.S. Citizen or permanent resident seeking citizenship.

Please send resume to info@notchtechnologies.com.

"It's easier to invent the future than to predict it." – Alan Kay