



S O L E N I C A

Upgrade Your Habitat.

## Head of Firmware Engineering

Have you ever looked at how we spend our time indoors and thought there was a better solution? At Solenica, our mission is to set the new standard for healthy indoor living. We are committed to creating intelligent, accessible products that transform the power of our indoor spaces. Our first product, Caia the natural lighting robot, has been a smash success with over \$900,000 in pre-orders to date between Indiegogo and Backerkit.

We are looking for someone who is excited to help us take on the challenge of bringing Caia to consumers in 63 countries as well as develop future products to launch. Solenica has a long term vision for a suite of wellness hardware products that can truly improve our indoor living experience. Solenica is currently in a position to grow fast and in order to do that it's investing in building of an A-team.

### **Are you our next Head of Firmware?**

Solenica is a hardware-heavy IoT company at the intersection of wellness and robotics ([www.solenica.com](http://www.solenica.com)). Solenica is a California startup opening its operations in Rome, Italy where the entire team will be relocated by January 2019.

*Applicants (and their families if relevant) must be willing to relocate to Rome, Italy in January 2019.*

### **THE ROLE**

We are looking for an embedded firmware engineer who can finalize and validate the firmware for Caia as we move into production of our Indiegogo units. You will have both the existing firmware source code and the latest Caia hardware available to you. You will be expected to perform some fine-tuning and debugging or partially change the code/algorithm architecture, depending on what's needed. All sub-system functionality has been tested and validated and you will be working on an existing architecture for Caia (and future products) based on a STM32 processor in C programming language.

You will be working to get the first units out of the production line by the end of the year. You will need to validate that everything works as expected and constantly improve elements of Caia code as more units are shipped out to customers and additional user experience feedback pours in. You must therefore always write firmware that is oriented towards self testing and Q/A.

During this process, you must be able to adapt to possible electronics hardware changes for increasing reliability and reducing cost. These steps must be followed by extensive testing and validation of the complete system. Finally, you will have to solve day-to-day issues while planning for future products.

In the future, you are expected to manage new junior team members as well as external vendors that are responsible for firmware programming and electronics Q/A. As Solenica scales, you'll implement and optimize our various firmware/software development pipelines keeping the organization flexible, creative, and efficient. You are expected to work in an open and collaborative manner alongside other software department members who will be in charge of our cybersecurity, phone app, environmental data collection and verification processes. You will report to the CTO and the CEO, meeting with them regularly during the week to verify progress, brainstorm any problems and find solutions.

#### **Must skills:**

- EE degree with experience in embedded systems (Master's preferred, but experience trumps degrees)
- 3-5 years of experience in developing firmware code for embedded electronics in C programming language
- Be familiar with and be able to interpret hardware design schematics/layouts
- Be familiar with mechatronics systems
- Be able to perform a combination of firmware and hardware debugging
- Ability to make better compromises between good, fast, cheap, and a dozen other product variables
- Great communication and management skills
- High fluency in English is a must, we are an English-speaking team (Italian fluency is great but not enough on its own)
- Ability to meet deadlines by setting realistic delivery times
- Ability to work in a team and follow the leadership of the C-team
- Unrelenting curiosity and pride in building awesome products

#### **Nice to have:**

- Having created, shipped and supported a commercial product (firmware side)
- Knowledge of and experience with consumer product prototyping and manufacturing processes
- Understanding of the integration of complex subsystems into a cost engineered consumer product
- PCB design experience (ideally Eagle CAD)
- Experience with internet connected devices (IoT)
- Experience in wireless communications
- Knowledge of global product safety and regulatory standards, product conformance regulations such as CE, FCC, etc
- Start-up experience (or general chaos surfing)
- Interface with overseas manufacturing partners (ODMs or contract manufacturers) – with travel to these sites as necessary

#### **LOCATION**

Before January 2019 the position will be ideally in Rome but it can also be remote (within Europe) if needed, with frequent trips to our current lab in Greece. From January 2019 onwards our entire Engineering team, including Head of Firmware, will be located in Rome, Italy.

#### **COMPENSATION**

Compensation starts at €50,000 gross/year, depending on experience level.

## WHAT TO SUBMIT FOR YOUR APPLICATION

Although you are encouraged to send a traditional resume, a resume alone won't tell us everything we'd like to know. So along with your resume, please send a brief explanation about who you are. Tell us about past projects you've shipped that you're particularly proud of. Include pictures, videos, or screenshots of your projects, both professional and personal. We love this stuff, so don't hold back. Bottom line, we need people who obsess about perfection and love to have fun.

Please also include the names of two professional references with their phones and emails, so we can reach out to ask them a few quick questions about you.

Send your cover letter, CV and portfolio with the subject line: Head of Firmware, to our CEO at [diva@solenica.com](mailto:diva@solenica.com), who will be overseeing the recruitment personally with the assistance of our CTO given the importance of this role.

**Please note:** If you don't follow the instructions above or you submit only a part of the documentation, we won't be able to consider your application because you will have demonstrated you can't follow simple instructions. We need to filter submissions from the very beginning to be as efficient as possible with the recruiting process.

Thanks and good luck!