

Principal RF Electrical Engineer

Company: Softronics Ltd

Location: Marion, IA

Citizenship Requirements: US

Position Description

The Principal RF Electrical Engineer serves as the technical authority for all electrical engineering activities, defining system architectures, design strategies, and technical roadmaps for radio and communication products. This role blends deep hands-on design expertise with high-level technical leadership, guiding the development and validation and ensuring solutions meet the highest standards of performance, quality, and reliability. It also sets engineering direction, manages engineering staff, and drives cross-disciplinary integration.

Major Responsibilities (in addition to the above)

- Translates high-level customer and business development requirements into detailed, electrical system specifications.
- Leads complex circuit and system design efforts, including component selection, schematic development, modeling, simulation, and performance analysis.
- Acts as a technical project lead, planning engineering work, setting priorities, and ensuring delivery against schedule, cost, and performance objectives.
- Develops, refines, and enforces electrical engineering standards, design practices, and documentation procedures, ensuring compliance with applicable quality, safety, environmental, and performance standards, including military, commercial, and FAA radio requirements.
- Provides expert technical guidance, fostering a culture of excellence, innovation, and continuous improvement.
- Supports production operations by enabling seamless transition from design to manufacturing, including build readiness, test strategies, and troubleshooting.

Required Knowledge, Skills, and Abilities

- Bachelor's degree in a STEM discipline; advanced degree preferred.
- Eight or more years of experience in electrical engineering with significant focus on radio products and systems.
- Deep understanding of transceiver architecture, RF component blocks, performance specifications, and test methodologies.
- Broad familiarity with related engineering disciplines, including PCB layout, embedded software, mechanical design, and product assembly processes.
- Demonstrated ability to lead technical projects and deliver high-complexity designs that meet schedule, cost, and performance goals.
- Knowledge of manufacturing build processes and test and quality assurance methods.
- Proven leadership capabilities, managing diverse technical talent.
- Strong communication skills, including the ability to present complex technical concepts to diverse audiences.

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Preferred Knowledge, Skills and Abilities

- Experience leading US Government research and design programs in RF, electronic warfare, or advanced communication systems.
- Demonstrated success in technical proposal development and customer engagement.
- Strong system-level mindset with the ability to integrate electrical hardware, software, and mechanical elements into cohesive solutions.
- Familiarity with Software Defined Radio (SDR) technologies and hardware/software co-design strategies.