

**Job Title:** Director, Program Management Office/Projects  
**Location:** Wallingford, CT

**Nel Hydrogen**

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Hydrogen... the most abundant element in the universe is your ticket to a rewarding future. Every day there are reports of how hydrogen (produced by water electrolysis and renewable energy sources) is displacing fossil fuels, reducing greenhouse gasses, and helping to revitalize our planet.

Nel Hydrogen is the global leader in on-site hydrogen generation and the largest electrolyser manufacturer in the world. Armed with a full portfolio of water electrolysers and hydrogen fueling station technologies, Nel Hydrogen is leading the charge into the new green hydrogen economy.

If you are driven by personal initiative combined with loyalty and commitment to your team and the ability to convert complex issues into simple solutions, then we want to talk to you. Help make the world a better place. Join a company that is on the cutting edge of new energy innovations, with an energized, progressive culture.

**POSITION SUMMARY**

The Director PMO has a broad responsibility for program strategy, engineering process improvement, project execution and delivery, innovation, bidding and executing complex customer projects worldwide. This role will be expected to provide leadership: program management governance, team leadership, program tracking and monitoring, program planning, and engineering effectiveness.

**RESPONSIBILITIES:**

Program Management Office:

- Establish the Program Management Office (PMO) and operating model
- Establish the PMO team structure, hire and manage staffing requirements
- Lead, mentor and develop a global PMO team
- Define and implement Key Performance Indicators (KPI) targets for organizational effectiveness and efficiency

Program Management Governance:

- Set standards for program management capabilities including qualifications for Project Managers, success criteria, methodologies, tools, and training
- Create a 'Center of Excellence' for project management practitioners and share knowledge of industry best practices
- Monitor and ensure compliance with Nel's development processes and procedures

Program Planning:

- Develop bids including Cost Estimating, Risk Analysis, and Schedule Development; be the internal project champion
- Help Project Managers in Contract Management and negotiation of Change Orders

- Assist with Customer Contract Negotiations
- Develop strategic relationships with key subcontractors
- Assess proposals for potential value, impact, and strategic alignment within the organization
- Define project priorities, opportunities, and challenges, working closely with Product Management, Supply Chain, Field Operations, etc.
- Strengthen annual planning process, including resource allocations, program value analysis, etc.

Program Tracking & Monitoring:

- Track and provide program status, risks, and other audit related responsibilities
- Apply modern tools to provide critical program status, dashboards, and reports
- Manage the risk, issue and change resolution process, and work with other stakeholders to identify and drive implementation of corrective actions
- Identify and address engineering effectiveness opportunities in Nel

**QUALIFICATIONS:**

- Bachelor's Degree in Engineering or similar technical field
- Minimum of 10 Years in Project Management Office with at least Five Years in Leadership roles
- Experience setting a vision and executing on a strategy
- Project Management Professional (PMP) certification is a plus
- Project Management Experience in related field (Turnkey Projects, Manufacturing)
- Experienced with cost estimating complex projects and profit/loss management of projects
- Proven track record to drive complex engineering projects to completion on time and on budget
- Skilled in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures
- Ability to supervise and train staff, including organizing, prioritizing, and scheduling work assignments
- Ability to develop, plan and implement short- and long-range goals
- Excellent client-facing and internal written and verbal communication skills
- Strong working knowledge of Microsoft Office, including MS Project; familiarity with ERP is a plus
- Able to travel (<10%) as needed

The above statements reflect the principal functions of the position and shall not be construed as a detailed description of all work requirements that may be inherent in the job.

Nel Hydrogen provides comprehensive health and insurance benefits for its employees as well as a stock option plan. The Company offers competitive paid vacation time, sick leave, and holidays.

The Company has a published Code of Conduct that all employees are expected to follow.

Visas

- Nel will only employ those who are legally authorized to work in the United States. This is not a position for which sponsorship will be provided.

- Individuals with temporary visas such as E, F-1, H-1, H-2, L, B, J, or TN or who need sponsorship for work authorization now or in the future, are not eligible for hire.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. All employment is decided based on qualifications, merit, and business need.

To apply, please e-mail your cover letter and resumé to: [nelctcareers@nelhydrogen.com](mailto:nelctcareers@nelhydrogen.com).