



XL Hybrids, Inc.
145 Newton Street
Boston, MA 02135

About XL:

CO2 emissions from transportation recently surpassed the power sector as the largest source of greenhouse gas emissions in the United States. Fleet vehicles account for over 25% of these emissions yet account for only ~5% of the vehicles on the road.

XL is a pioneering developer of hybrid electric and plug-in powertrains that reduce oil consumption while also providing a good financial return. Our systems are available on Ford, GM, and Isuzu vehicles, and we sell to the largest fleets in the world such as Verizon, FedEx and Pepsi.

Our fleet-ready™ electrification systems deliver cost-effective solutions that enables commercial and municipal fleets to quickly and efficiently reduce transportation fuel consumption, lower operating costs, and measure performance to meet corporate sustainability goals.

Founded by alumni of the Massachusetts Institute of Technology, we are an ambitious and rapidly growing team, with a state-of-the-art engineering facility in Boston. We are rapidly deploying our technology and are looking for high-energy, creative, and ambitious people to join our team.

At XL we offer a competitive salary, meaningful stock ownership, 401K, health benefits. Additionally, we offer a fun work environment and the opportunity to enter a high-growth startup company. We are looking for candidates who have demonstrated leadership and excellence throughout their careers but are also excited about the prospect of creating positive change for our environment through the transformation of the fleet vehicle industry.

Job Title: R&D Test Engineer, Hybrid and Plug-in Electric Vehicle Systems

XL is looking to bring on board an experienced R&D Test Engineer to work our existing and next generation hybrid and plug-in electric powertrains. This person will report to the R&D Manager.

Responsibilities

- **Validation of new Hybrid vehicle components**
 - Work on validating the performance of alternate energy storage systems such as ultra-capacitors and lithium ion batteries
 - Functionally test and characterize the performance of high voltage chargers, inverters, other power electronic devices and motors
 - Support Engineering on testing control systems electronics

- **Vehicle Diagnostics and troubleshooting for new vehicle prototype and pre-production builds**
 - Participate in design review meetings
 - Introduce validated products to the Engineering team and support the phase gate release process
 - Troubleshoot electronic subsystems and vehicle electrical systems and determine root cause of issues presented with the installation of XLH system components
 - Interact with Vehicle Controls Team to ensure proper operation of components with vehicles
 - Optimize the use of CANalyzer and other software tools to measure performance of hybrid and vehicle systems
- **Development of test procedures and design documentation**
 - Participate in Failure Mode and Effect Analysis of our system components
 - Create and update hybrid vehicle component test plans and procedures
- **R&D test equipment fabrication and operation**
 - Contributor in the design of R&D and Production test equipment
 - Procure necessary equipment to execute test plans
 - Build setups using a variety of machinery fabrication tools, and electrical equipment
 - Oversee safe work practices in the shop environment
 - Operate and administer tests with proper documentation and reporting
 - Data collection with full capability to process and interpret the results
- **Operational management of Vehicle Chassis Dynamometer**
 - Responsible for calibration of dynamometer
 - Required to set up vehicles and verify operation for accurate measurement of data
 - Develop the Robotic drive system for use on various vehicle platforms
- **Support Production Readiness and Service**
 - Provide diagnostic tools and test equipment to maintain high quality and reliable performance
 - Support production in the evaluation of new suppliers of existing products
 - Led root cause analysis of field failures on hybrid components
- **Shop organizational responsibility**
 - Keep all work areas clean and organized daily
 - Manage incoming and outgoing parts and materials, i.e. storage, tagging and identification, scrap
 - Process shop supply inventory (identify and address shortages)

- XL is a dynamic, growth business, so joining our team means that you will have a wide scope of work and responsibilities that may shift with rapidly growing areas of the business.

The ideal candidate will have:

- Minimum 5 years, direct or related, automotive testing experience
- BS degree in Mechanical or Electrical Engineering
- Ability to independently carry out job assignments
- Possess electric vehicle high voltage experience or training
- Competence using electronic test equipment, oscilloscopes, power analyzers, voltage and current probes, DMM.
- Excellent computer skills (general PC, internet, and network use; MS Office use)
- Proficient in performing electrical repair and assembly work
- Experience constructing and debugging test fixtures
- Ability to manage multiple tasks and support engineering development work
- Mechanical and electronics fabrication skills (machinery fabrication tool use, soldering, circuit board build and debug)
- Comfort with integrated circuitry
- Effective verbal and written communications (the candidate should be able to describe work accomplishments or concerns)
- Excellent teamwork skills while working under pressure
- Motivated, eager to face new challenges provided by an emerging technology product company

Additional Desirable Qualifications:

- CAN bus knowledge and experience using CANalyzer
- Labview programming skills

Contact: please send your resume to careers 'at' xlhybrids.com with "Test Engineer" in the subject heading.