ROBOTICS TEAM LEAD JOB DESCRIPTION

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NaviFloor Robotics, Inc.

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1. POSITION OVERVIEW

The Robotics Team Lead position at NaviFloor Robotics, Inc. ("Company") responsible for leading the technical development and deployment of the Company's autonomous mobile robot (AMR) systems, with particular focus

terrain-mapping and navigation capabilities. This position reports directly to the Chief Technology Officer.

2. ESSENTIAL DUTIES AND RESPONSIBILITIES

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1. **Technical Leadership**

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Direct and oversee the development of AMR navigation algorithms and terra

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Lead architecture decisions for the Company's proprietary LiDAR and depth

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Establish technical standards and best practices for robotics development

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Review and approve technical specifications for new product features

2. **Team Management**

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Manage a team of 8-12 robotics engineers and developers

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Conduct regular performance evaluations and professional development plan

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Coordinate with HR for recruitment and retention of technical talent

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Foster a collaborative and innovative team environment

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3. **Project Oversight**

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Lead complex robotics development projects from conception to deployment

Establish project timelines and resource allocation

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Monitor project progress and ensure adherence to quality standards

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Coordinate with cross-functional teams including Manufacturing and QA

3. REQUIRED QUALIFICATIONS

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1. **Education**

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Ph.D. or Master's degree in Robotics, Computer Science, Electrical Engineer

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Additional certifications in relevant technologies preferred

2. **Experience**

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Minimum 8 years of experience in robotics development

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Minimum 4 years of team leadership experience

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Demonstrated expertise in:

-

Robot Operating System (ROS)

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SLAM algorithms

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LiDAR and sensor fusion

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Motion planning and control

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C++, Python, and related programming languages

4. PERFORMANCE EXPECTATIONS

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1. **Technical Deliverables**

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Drive continuous improvement of AMR navigation accuracy

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Reduce system deployment time by 20% annually

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Maintain system uptime of 99.9% or higher

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Develop and implement new terrain-mapping features quarterly

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2. **Management Metrics**

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Maintain team retention rate above 85%

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Complete project milestones within 10% of scheduled timeframes

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Achieve customer satisfaction ratings of 90% or higher

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Keep development costs within approved budgets

5. WORKING CONDITIONS

1. **Physical Requirements**

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Ability to lift and move robotic equipment up to 25 pounds

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Extended periods of computer work

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Occasional travel to customer sites (up to 20%)

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2. **Work Environment**

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Primary location: Company headquarters in Delaware

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Access to robotics testing facility

Hybrid work arrangement available (minimum 3 days on-site)

6. COMPENSATION AND BENEFITS

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1. **Compensation Structure**

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Competitive base salary commensurate with experience

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Annual performance bonus (up to 25% of base salary)

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Stock option eligibility per Company equity incentive plan

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Quarterly technical achievement bonuses

2. **Benefits Package**

- Comprehensive health, dental, and vision insurance
- 401(k) with Company matching
- Professional development allowance
- Patent bonus program

7. LEGAL CONSIDERATIONS

- 1. This job description is not designed to cover all duties required and does n

2. The employee will be required to sign:

- Confidentiality and Non-Disclosure Agreement
- Intellectual Property Assignment Agreement
- Non-Compete Agreement (where permissible by law)

8. EQUAL OPPORTUNITY STATEMENT

NaviFloor Robotics, Inc. is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.

9. APPROVAL AND REVISION

Document Owner: Human Resources Department

Approved By: Richard Torres, Chief Operating Officer

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