



Director of Program Management

Location: Lehigh Valley (Bethlehem), Pennsylvania

About iDEAL Semiconductor

At iDEAL Semiconductor, we're redefining what silicon can do.

Our proprietary SuperQ™ technology is breaking long-standing performance limits of traditional power MOSFETs—enabling faster switching, higher efficiency, and more compact system designs across applications like AI infrastructure, battery management, motor drives, and fast charging.

We're a fast-moving, highly collaborative team of engineers and innovators focused on solving real-world power challenges.

Silicon. Reinvented.

The Role

The successful candidate will be responsible for leading complex, cross-functional programs from concept through execution, ensuring alignment with the company's strategic objectives and growth plans. This individual will establish effective program structures, enforce execution discipline, proactively manage risks, and serve as a key liaison between technical teams and executive leadership. Working across engineering, manufacturing partners, quality, supply chain, and other business functions, the candidate will translate strategic goals into actionable plans, align stakeholders, and drive accountability to deliver programs on time, within budget, and to defined performance targets. The role requires rigorous program oversight, including tracking and reporting project status, facilitating timely problem resolution and risk mitigation, and developing scalable processes that support organizational growth. Additionally, the successful candidate will prepare, manage, and monitor program budgets to ensure efficient resource utilization and successful business outcomes.

This position reports to the COO.

Key Responsibilities:

- **Program Strategy Development:** Define and execute the program's vision, objectives, and success criteria in alignment with company goals.
- **Cross-Functional Leadership:** Collaborate with Engineering, Quality Assurance, Manufacturing, and Sales teams to ensure timely and successful project deliverables.

- **Project Leadership:** Coordinate cross-functional teams including engineering, design, testing, and marketing. Act as the primary point of contact for stakeholders, ensuring alignment through communications and regular updates.
- **Strategic Planning:** Define project objectives, scopes, and timelines. Develop program strategies that align with company goals in the semiconductor industry.
- **Technical Oversight:** Provide guidance on technical aspects of power MOSFET design and manufacturing processes. Ensure compliance with industry standards and best practices related to semiconductor technology.
- **Resource Allocation:** Strategically allocate resources across multiple projects to optimize efficiency and address potential bottlenecks.
- **Schedule Management:** Create detailed project timelines with milestones and deadlines. Monitor progress and adjust plans as necessary to meet time constraints.
- **Risk Assessment:** Identify, analyze, and manage program-level risks; develop and implement mitigation strategies.
- **Stakeholder Communication:** Serve as the primary liaison between executives, project teams, and external partners, ensuring clear communication of program status and updates.
- **Performance Monitoring:** Establish and track key performance indicators (KPIs) to measure program success; analyze data to inform decision-making and drive improvements.
- **Budget Management:** Develop and manage budgets for the program, ensuring adherence to financial constraints while maximizing resource utilization.
- **Continuous Improvement:** Foster a culture of innovation and continuous enhancement in processes, tools, and methodologies used in program execution.

Required Qualifications:

- BA/BS Electrical Engineering, Chemical Engineering or Solid State Physics plus a minimum of 15 years of related experience; or MS Electrical Engineering, Chemical Engineering or Solid State Physics plus 11 years of related experience; or PhD Electrical Engineering, Chemical Engineering or Solid State Physics plus 6 years of related experience
- Demonstrated experience in leading semiconductor technology development programs or projects.
- Demonstrated ability to effectively manage multiple assignments concurrently, including ability to assess and manage priorities.
- Demonstrated ability as a presenter and communicator with strong oral and written English abilities necessary to communicate complex technical issues.
- Excellent interpersonal and teamwork skills.
- Proven problem solver with a strong technical background.
- Strong leadership skills.

Nice to Have

- Demonstrated experience in the following areas:
 - Discrete and/or Analog Semiconductor Design
 - Discrete and/or Analog Wafer Fabrication
 - Semiconductor Packaging
 - Reliability testing
 - Electrical and Thermal Characterization
 - Failure Analysis
 - Assembly Test Organizations
 - WAT, Chip Probe and Final Test
 - Quality systems, standards and statistical tools such as ISO, AEC-Q10x, IATF, JEDEC, 8D, DFMEA, D/PAT, DFM, DOE, JMP.

Why Join iDEAL

- Work on next-generation silicon technology redefining performance limits
- Direct impact on products used in high-growth markets
- Collaborative, low-ego culture with high technical depth
- Opportunity to grow with a scaling semiconductor company
- Exposure to global customers and cutting-edge applications
- Opportunity to shape the future of next generation converters

Compensation & Benefits

- Competitive salary + bonus structure
- Equity participation
- Health, dental, and vision insurance
- 401(k), PTO

How to Apply

Submit your resume via [Careers - iDEAL Semiconductor](#)