Job Title: Advanced Manufacturing Director (This role may be filled at a Director level or above)

Location: Hybrid role; PA residency strongly preferred; must be physically in-state regularly

Employee Status: Full-time, exempt

Reports to: Senior Vice President, Impact and Innovation

About Team Pennsylvania

Team Pennsylvania is a statewide, dynamic, nonprofit organization co-chaired by the Governor and a private-sector leader. As the Commonwealth's trusted neutral broker and convener, we bring together public and private partners to accelerate Pennsylvania's economic growth through collaboration and strategic investment. Our work is focused on five key program areas that represent high-growth economic opportunities for Pennsylvania: agriculture, energy, manufacturing, robotics & tech, and life sciences.

We are a small, highly collaborative, high-performing team that values initiative, professionalism, and continuous improvement. Team members who thrive here bring a strong sense of ownership and personal responsibility, hold themselves to the caliber of work our reputation is built on, and actively contribute to a culture of trust and shared success. We approach our challenging work with a growth mindset, seeing obstacles as opportunities to learn, adapt, and improve, and we genuinely enjoy the journey together. We work hard, support one another, and have fun along the way. Our projects require a high degree of discernment and creativity, a high tolerance for ambiguity, and the confidence and ability to slow down and go deep at the right times.

Our work is guided by our Core Values, which shape how we show up for each other and for Pennsylvania.

The Role

Pennsylvania helped build American manufacturing, and its next chapter is being written now: AI on the factory floor, robotics and automation, digital twins, advanced materials, and a rebuilt defense and energy industrial base. Pennsylvania has the manufacturers, research universities, and national lab partners to lead it. What has been missing is a shared, statewide agenda that gives manufacturers in every region and subsector a reason to move together. This role exists to build it, with Team Pennsylvania leading the charge.

The Director will build and lead Team Pennsylvania's statewide advanced manufacturing portfolio, working hand in glove with our robotics and technology portfolio, advancing high-potential initiatives into execution and convening stakeholders across Pennsylvania and beyond. The Director will also contribute senior expertise to, and advance, cross-cutting initiatives at the intersection of energy, defense, AI, biotechnology, agriculture and innovation. While advanced manufacturing is the primary focus, the role is intentionally multi-vertical.

This role is designed to be entrepreneurial, with the goal of positioning Pennsylvania as a national leader in advanced manufacturing: the place where new technologies are proven, adopted, and scaled by manufacturers of every size. You'll have meaningful ownership of complex initiatives and projects, with the level of independent portfolio leadership reflecting experience. The successful candidate will bring experience in analytical and strategic work related to manufacturing, industrial technology, business development, or economics, along with the credibility to earn the trust of manufacturing leaders and researchers alike, and will be comfortable working directly with industry, government, economic development partners, academia, and other collaborators. The role requires a substantial degree of independence, including remotely managing parts of fast-paced, dynamic projects.

Team Pennsylvania is already at the center of several of these efforts, including a partnership with Penn State University for a U.S. Department of Energy Genesis Mission project bringing explainable AI to Pennsylvania manufacturers, and the Keystone AI + Quantum Factory, which unites Pennsylvania's leading research universities around shared computing and an AI-ready workforce. The Director will contribute to advancing efforts like these into statewide plays that benefit the manufacturing sector and give manufacturers a seat at a statewide table.

The Director reports to the Senior Vice President, Impact & Innovation, and will work directly with the President & CEO, a small team, and a tight-knit group of external collaborators. This role also interfaces with the Board of Directors and is external-facing at a leadership level across business and industry, government, academia, labor, NGOs, and other key stakeholders.

What You'll Do

Advanced Manufacturing Portfolio Leadership (40%)

- Build and manage the statewide Manufacturing and Robotics & Tech Cross-Sector Collaboratives, bringing together manufacturers and companies of every size and subsector with technology developers, researchers, and key stakeholders from across Pennsylvania's manufacturing, robotics, and technology industries, including AI, energy, defense, agriculture, biotech, venture capital, startups, and public-sector partners;
- Organize the collaboratives around a focused set of statewide technology plays (e.g., AI adoption on the factory floor, robotics and automation, and defense and energy supply

chains) that cut across regions and subsectors and give manufacturers and industry leaders a concrete reason to engage beyond their own region or industry;
- Serve as a translator between frontier research and the shop floor: help manufacturers, especially small and mid-sized firms, understand, test, and adopt emerging technologies, and help researchers and technology developers understand what manufacturers actually need;
- Identify, develop, and lead Strategic Impact Initiatives that activate high-potential opportunities across Pennsylvania's advanced manufacturing, robotics, and technology ecosystem;
- Serve as a primary Team Pennsylvania liaison and subject matter expert for advanced manufacturing stakeholders, building relationships across the public, private, academic, labor, and nonprofit sectors and facilitating dialogue that surfaces shared priorities and opportunities for collaboration.

Strategy, Innovation, and Initiative Development (25%)

- Contribute strategic insight and leadership to initiatives involving AI, robotics and automation, advanced manufacturing, national security/defense innovation, and emerging technologies, particularly where they intersect, including, but not limited to, Team Pennsylvania's Genesis Mission project partnership;
- Build and leverage networks across federal/state agencies, national labs, research institutions, investors, and industry to inform Pennsylvania's advanced manufacturing strategy and ecosystem;
- Pursue, develop, and/or lead grants and initiatives, working in partnership with Team Pennsylvania staff and other key partners;
- Develop funding opportunities and support efforts to secure public, private, corporate, and philanthropic foundation grants and funds for the portfolio;
- Bridge the gap between Pennsylvania's research strength and commercialization by connecting manufacturers earlier to university, national lab, and startup innovation.

External Engagement and Representation (25%)

- Represent Team Pennsylvania in high-level discussions with industry executives, investors, academic leaders, and public-sector partners;
- Support state and regional leaders in articulating a compelling, credible vision for Pennsylvania's advanced manufacturing future, one that leaders in every region and subsector can see themselves in;
- In partnership with other staff and support resources, lead and oversee internal and external communications of Team Pennsylvania's work related to advanced manufacturing, robotics, technology, and related portfolios;

- Develop external-facing content and thought leadership on advanced manufacturing and Team Pennsylvania's related work (e.g., LinkedIn articles or posts, white papers, op-eds, etc., for publication).

Organizational Engagement and Leadership (10%)

- Manage interns, fellows, and staff pertaining to the portfolio of work and activities;
- Participate in Team Pennsylvania meetings and events including, but not limited to, Board of Directors activities, Impact and Innovation team discussions, and staff meetings.

What Success Looks Like

The person in this role will take meaningful ownership from the outset, with opportunities to grow their independence and portfolio leadership over time. We will invest thoughtfully in that growth. Success will include:

- **Building a strong statewide network of advanced manufacturing, robotics, and technology stakeholders** and positioning Team Pennsylvania as a trusted partner across the ecosystem;
- **Rallying manufacturers around a shared statewide agenda**, so that companies across regions and subsectors engage in Team Pennsylvania-led technology initiatives and see Team Pennsylvania as the organization leading the charge;
- **Moving technology from the lab to the factory floor**, with Pennsylvania manufacturers, including small and mid-sized firms, piloting and adopting AI, robotics, and automation through partnerships Team Pennsylvania convenes;
- **Developing and advancing Strategic Impact Initiatives** from opportunity identification through execution;
- **Leading projects end-to-end**, with the senior leadership team serving as advisors rather than day-to-day managers and effectively engaging senior external partners;
- **Identifying funding opportunities and developing proposals** that bring Team Pennsylvania into new initiatives;
- **Introducing new methods, frameworks, and analytical approaches** that strengthen Team Pennsylvania's work;
- **Becoming a recognized voice in advanced manufacturing and industrial technology through** relationships, convenings, writing, and speaking.

Who You Are

- **You are strategic and analytical.** You can move between the big picture and the details, using quantitative and qualitative information to identify opportunities, test assumptions, and translate analysis into actionable strategies.

- **You speak both technology and manufacturing.** You are energized by AI, robotics, automation, and other emerging technologies, and you understand how products actually get made. You can sit with a researcher, grasp what they are building, and explain in plain terms why it matters to a plant manager, a CEO, or a policymaker.
- **You are a strong communicator.** You communicate complex ideas clearly and credibly in writing and conversation, adapting your approach for senior leaders, collaborators, and other audiences.
- **You are a relationship builder.** You build trust across sectors and levels, understand how to work with stakeholders with different priorities, and develop relationships that move complex initiatives forward. You know how to bring people who usually focus on their own region or industry to a shared table.
- **You thrive in a dynamic, evolving environment.** You actively seek out emerging opportunities, anticipate shifts in market conditions, and adapt priorities to maximize impact. You know when to pivot, when to stay the course, and how to keep the organization focused on where it can make the greatest difference.
- **You are curious and collaborative.** You are genuinely interested in Pennsylvania's economy, industries, regions, and emerging technologies. You enjoy learning from others, working across disciplines, and bringing different perspectives together to solve problems.
- **You can effectively manage your time across multiple concurrent projects** with senior collaborators in a hybrid organization.
- **You are proactive and go the extra mile.** You take ownership, anticipate challenges, know when to move independently and when to seek input or bring others into the work. You hold yourself to a high standard, are committed to continuous improvement, and are resourceful. You maintain a high level of personal responsibility.
- **You enjoy the journey.** You bring your authentic self, enthusiasm, and a sense of humor to your work. You find fulfillment not only in achieving meaningful outcomes but also in the relationships, collaboration, and shared experiences along the way. You celebrate successes, embrace challenges with optimism, and help make the journey rewarding for those around you.
- **You are willing and able to travel.** You will be required to travel to the Harrisburg office on a quarterly basis (at a minimum); attend special events and meetings as needed; and participate in conferences, events, meetings, and site visits that advance Pennsylvania's advanced manufacturing, robotics & tech, and related opportunities throughout the state, and occasionally nationally or globally.

Required Experience and Qualifications

- Minimum of three (3) years of related professional experience building collaborative relationships and partnerships across the public and private sectors; plus a Bachelor's degree in a related field (OR an equivalent combination of experience and education).
- Direct experience in or alongside manufacturing (e.g., operations, engineering, or executive leadership at a manufacturer, or work in industrial technology, robotics and automation, the

defense industrial base, manufacturing extension, or applied industrial research); experience across AI, robotics, advanced manufacturing, and/or defense innovation preferred.
- Experience developing and writing winning grant proposals preferred.
- Maintains knowledge of and connections to both state and national partners and initiatives in the advanced manufacturing, robotics, and industrial technology, particularly in terms of high-growth opportunities.
- Demonstrated ability to build coalitions across various sectors and disciplines.

What We Offer

- **Compensation:** This role may be filled at a Director level or above, depending on the candidate's expertise, credentials, experience, and leadership abilities. Compensation will be competitive for the level hired. We welcome applicants at all career levels.
- **Benefits:** Employer-paid medical, dental, and vision insurance; employer-paid Basic Life and AD&D insurance; employer-paid Short-Term Disability Insurance; Flexible Spending Accounts; 401(k) retirement plan with employer contribution; Employee Assistance Program; Generous paid time off.
- **Performance and professional growth:** Regular performance reviews and ongoing feedback focused on impact, leadership development, professional growth, and opportunities to take on greater responsibility. Annual professional development budget.
- **Flexible work arrangement:** A hybrid work environment with flexibility to work from anywhere, but preferably within Pennsylvania. Our standard business hours are 9:00 AM–5:00 PM, with flexibility to adjust your schedule as needed while remaining accessible and responsive to colleagues and partners.

How to Apply

Send a resume, a short cover letter (no more than one page), and two (2) professional writing samples of your choice (one should be a presentation) to hr@teampa.com. We're reviewing applications on a rolling basis; the position will remain open until filled, with a target start date of January 2027.

We consider all applicants on an equal opportunity basis without regard to ancestry; age; appearance; color; gender identity and/or expression; genetics; family or parental status; marital, civil union, or domestic partnership status; mental, physical, or sensory disability; national, social or ethnic origin; past or present military service; sexual orientation; socioeconomic status; race; religion or belief. If you require reasonable accommodation or assistance for any part of the interview and employment process, please contact us at hr@teampa.com *and let us know the nature of your request.*