

Systems Engineering Lead

Location: Ellicott City, Maryland (Hybrid)

Department: Engineering / Networking & Embedded Systems

Employment Type: Full-Time

About Tolero Networks

Tolero Networks enables secure, resilient communications from the most remote locations on Earth to the far reaches of the solar system. We build technologies that facilitate cooperative resource sharing across terrestrial and extraterrestrial networks.

We are seeking a **Systems Engineering Team Lead** to manage and inspire a focused team of 3–5 systems engineers developing the Tolero Overlay Networking Router. In this role, you will balance technical leadership with team management—guiding the architectural vision, ensuring rigor across system requirements and Interface Control Documents (ICDs), and mentoring your team to succeed. You will act as the key technical bridge between your systems team, executive leadership, cross-functional software and firmware groups, and external stakeholders.

Key Responsibilities

Team Leadership & People Management

- **Team Guidance & Growth:** Manage, mentor, and advocate for a team of 3–5 systems engineers, supporting their professional growth, setting clear goals, and fostering an environment of quality, innovation, and ownership.
- **Resource & Task Allocation:** Balance workload, prioritize systems engineering tasks, and coordinate sprint or milestone deliverables to align with overall product roadmaps.
- **Culture & Ownership:** Cultivate a technical environment that encourages creative problem-solving, high-quality standards, collaboration, and team ownership of complex engineering products.

Technical Leadership & System Architecture

- **Systems Oversight:** Oversee the definition and maintenance of system-level requirements, functional decompositions and other system description documents for the Tolero router.
- **Interface Control:** Direct the identification of internal and external router interfaces, ensuring quality and consistency.
- **Technical Quality & Governance:** Review and sign off on system specifications, analytical models, and design packages produced by your team members.

Cross-Functional & External Coordination

- **Cross-Functional Liaison:** Partner closely with external development partners, embedded software, firmware, and protocol engineering leads to ensure software and hardware implementations strictly conform to systems designs.
- **Design Reviews & Presentations:** Lead and present system-level architecture materials at bi-annual technical design reviews for external customers and key partners.
- **Standards Strategy:** Align systems engineering efforts with evolving space and networking standards from organizations such as the Internet Engineering Task Force (IETF) and the Consultative Committee for Space Data Systems (CCSDS).

Required Qualifications

- **Education:** Bachelor's degree in Systems Engineering, Aerospace Engineering, Computer Science, Software Engineering, or a related technical field (or equivalent practical experience).
- **Systems Engineering Experience:** 7+ years of experience in systems engineering, space systems, or network device architecture.
- **Leadership Experience:** 2+ years of experience in a formal management, team lead, or technical authority role leading systems or software engineers.
- **Technical Expertise:** Demonstrated capability in logical/physical system decomposition, requirements management, and drafting/reviewing ICDs.
- **Communication & Presentation:** Proven ability to present technical architectures to external clients, executive stakeholders, and working groups, alongside strong written communication skills

Preferred Qualifications

- Master's degree in Systems Engineering, Space Systems, Computer Networking, or a related field.
- Direct management experience over a small team (3–5 engineers) in an aerospace, defense, or high-tech environment.
- Familiarity with Delay/Disruption-Tolerant Networking (DTN) protocols (e.g., Bundle Protocol RFC 9171, BPSec RFC 9172) and space communications architectures.
- Experience with spacecraft payload integration, onboard data handling, or spaceflight communications subsystems.
- Proven success authoring proposals or building consensus among diverse technical stakeholders.
- Ability and willingness to obtain a Top-Secret level security clearance. This includes being subject to a government security clearance investigation and meeting the requirements for access to classified information. Eligibility requirements include U.S. citizenship.

Why Build the Future with Tolero?

At Tolero Networks, solving the toughest communications challenges—from remote terrestrial environments to interplanetary space—requires brilliant minds working seamlessly together. We cultivate an open, purposeful environment where curiosity is celebrated, ego is left at the door, and cross-disciplinary collaboration fuels our most complex achievements.

If you are a smart, proactive problem solver who thrives in a supportive team culture and gets energized by the idea of building the networking infrastructure that connects our world to the solar system, Tolero is where you belong. Join us, and help pioneer the future of resilient, solar-system-wide communications.

Benefits

Tolero offers a generous, comprehensive benefits package designed to support our team members and their families:

- **Compensation & Equity:** Competitive base salary, performance bonuses, and company equity opportunities.
- **Health & Wellness:** Comprehensive medical, dental, and vision plans, plus Flexible Spending Accounts (FSAs).

- **Financial Security:** Retirement plans with Tolero contributions, life insurance, and short- and long-term disability coverage.
- **Work-Life Balance:** Generous paid time off (PTO) to ensure rest and recharge.

Equal Opportunity Employer Statement

Tolero is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability status, genetic information, protected veteran status, or any other characteristic protected by law. Qualified applicants from all backgrounds are encouraged to apply.