

Software Quality and Compliance Manager

About Us

At Eagle Electronics, we are a bold and ambitious start-up focused on disrupting the cellular module production environment in the United States. With a small but dedicated team, we are pioneering innovative solutions to redefine the industry. Our vision is to build a smarter, more sustainable, and future-ready cellular hardware ecosystem here in the United States, and we're looking for passionate individuals to join us on this journey.

Job Description

As the Software Quality and Compliance Manager at Eagle Electronics, you will be responsible for establishing and managing the software quality assurance framework for our embedded and connected products. This includes defining processes that align with Automotive SPICE (ASPICE) and other relevant standards used in the automotive and IoT markets. You will work closely with software, hardware, systems, and manufacturing teams to implement best practices, ensure compliance, and guide our product development toward quality excellence. This role is ideal for a quality leader with **6+ years of experience** in software quality, ideally within automotive, embedded systems, or regulated industries.

Key Responsibilities

- Define and implement software quality processes aligned with ASPICE, ISO 26262, and other relevant standards.
- Develop and maintain a quality management system (QMS) for software and embedded firmware development.
- Support and guide engineering teams through quality reviews, process audits, and milestone evaluations.
- Ensure traceability from requirements through implementation and test, using appropriate tools and templates.
- Create and maintain quality documentation such as quality plans, review checklists, and compliance reports.
- Facilitate ASPICE assessments and drive continuous process improvement across development teams.

- Coordinate with external assessors, customers, and partners to demonstrate compliance.
- Provide training and mentoring to engineering staff on quality processes, templates, and expectations.

Required Qualifications

- Bachelor's or Master's degree in Engineering, Computer Science, or a related technical discipline.
- 6+ years of experience in software quality assurance or process engineering, preferably in the automotive or embedded domain.
- Strong understanding of Automotive SPICE (ASPICE) and software development life cycles (V-model, Agile, etc.).
- Experience implementing or auditing software quality processes in regulated environments.
- Familiarity with requirements management, risk assessment, and test traceability tools (e.g., Polarion, DOORS, Jama, etc.).
- Ability to work independently and cross-functionally, influencing teams and establishing standards.

Preferred Qualifications

- Experience with ISO 26262, IATF 16949, or other safety/quality standards in automotive or medical industries.
- Knowledge of embedded systems, cellular modules, or firmware development practices.
- Prior experience supporting ASPICE assessments or working with external auditors.
- Certification in quality or process improvement (e.g., Certified ASPICE Provisional Assessor, Six Sigma, ISO Lead Auditor).

What We Offer

- A foundational role in shaping quality systems in a fast-growing technology company.
- Competitive compensation, benefits, and opportunities for advancement.

- The ability to drive impactful change in product development and compliance.
- A collaborative, innovative team that values quality, transparency, and execution.