



## Chief Technology Officer (CTO) - based in Carlsbad, California, United States

### About ImpediMed

Founded and headquartered in Brisbane, Australia with its U.S. office in Carlsbad, CA and a European office in Thessaloniki, Greece, ImpediMed is the world leader in the design and manufacture of medical devices employing bioimpedance spectroscopy (BIS) technologies for use in the non-invasive clinical assessment and monitoring of tissue composition and fluid status. ImpediMed Limited is a public company listed on the ASX (ASX: IPD).

ImpediMed devices are currently used in both the clinical and research settings with future applications being developed for home use. ImpediMed has over 15 years of clinical experience supporting healthcare professionals in the assessment of secondary unilateral lymphedema of the limbs. ImpediMed's devices are used in a variety of settings to aid surgeons, oncologists, therapists, and radiation oncologists. Our research devices are thought of as a gold standard measurement system for non-invasive fluid and body composition measurement, used in both animals and human research.

We were the first company to receive FDA clearance in the U.S. to aid healthcare professionals to clinically assess unilateral lymphoedema of the arm and leg in women and the leg in men, for our L-Dex® U400 device. ImpediMed's products are unique in the field of BIS which is the gold standard in bioimpedance. They scan the full frequency range from 3kHz to 1000kHz taking readings from 256 unique points. In BIS, ImpediMed has developed devices which are the most accurate and clinically useful in this field. ImpediMed is respected in the BIS field for the strong scientific foundation of its approach to BIS with over 400 peer-reviewed journal articles. ImpediMed's products are designed and manufactured to an ISO 13485 Medical Devices Quality System.

The company is advancing the state of the art in BIS technology with our new product platform called SOZO™. Only SOZO by ImpediMed uses proprietary bioimpedance spectroscopy technology to gather and retain thousands of unique data points related to fluid status and tissue analysis, then applies indication-specific algorithms to produce accurate, detailed and actionable results in only 20 seconds. SOZO identifies opportunities for early interventions that may prevent certain conditions and slow or reverse the progression of others, resulting in better health and quality of life. A single, powerful SOZO reading allows individualized, proactive care across multiple specialties for improved clinical and economic outcomes. SOZO is the world's first interactive health monitor to use ImpediMed's patented bioimpedance spectroscopy (BIS) technology to monitor a person's fluid status and tissue analysis.

ImpediMed produces a family of FDA cleared and CE Marked medical devices, including SOZO™, sold in select markets globally. For more information, see our websites at [www.impedimed.com](http://www.impedimed.com) and [www.hellosozo.com](http://www.hellosozo.com).

ImpediMed's management team includes executives who have international experience in successfully introducing innovative medical products to global markets. The organization is dynamic and professional and has been built from the ground up with a strong team of enthusiastic and dedicated senior managers, researchers and employees. The company is on a dramatic growth path with the strong demand for its unique product offerings and offers exciting career opportunities.

**ImpediMed's Company Vision:** *Leave no patient untested who could benefit from our technology.*

### POSITION SUMMARY

The Chief Technology Officer (CTO) will be in charge of all company technology and technological resources. S\he will establish company technology vision, strategies, and plans for growth and ensure that the technology strategy and business strategy are aligned. The CTO will work with the Executive Team to grow the company through the use of technological resources. S\he will be responsible for the technology vision and understand how each technical decision



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fits into the vision and goals for the company. The CTO will own the development methodology and ensure that milestones and timelines are met and will be able to provide options and articulate tradeoffs for the product based on customer input. S\he will recruit and develop a top notch technical team.

### **PRIMARY DUTIES & RESPONSIBILITIES**

(Essential Functions of the Position) Include but are not limited to the following. Other duties may be assigned.

- Set company technical vision and leading company's technological development
- Develop strategic plans and setting timelines for evaluation, development, and deployment of all technical, infrastructure, cloud, web, and mobile services.
- Oversee and manage all processes relating to Field Technical delivery/support and all cloud and infrastructure service management.
- Work closely with global, enterprise account teams, sales leadership and Field Sales Engineers to drive adoption of product, Services, and cloud/bid data solutions into strategic accounts
- Ensure alignment between Company Vision/Strategy and product / Service offerings
- Routinely engage with Director, VP, C-level executives and governing boards for large enterprises, as well as their strategy consulting partners
- Develop TCO, ROI and Value Models to help Customers understand the cost/benefit equation associated with company products/services and big data collected.
- Collaborate with cross functionally, as an advisor of all technologies involved with company
- Identify, lead and contribute to the creation of best practices, packaged offering, white papers, workshops, etc.
- Ensure technology and regulatory standards and best practices are met, that they are used efficiently, profitably and securely
- Monitor service and platform analytics (including cloud services and web analytics) and make marketing and technical recommendations that align to business goals
- Supervise quality assurance processes, integration, and system tests
- Establish software development process to best practice and relevant regulations and set objectives for processes
- Mentor and develop team members
- Identify company web user needs
- Monitor business technical services, infrastructure and delivery performance profiling tools and procedures.
- Managing and overseeing adherence to security best practice and regulatory requirements
- Developing and implement risk mitigation and disaster recovery plan
- Defining company standards for systems, equipment, and software
- Be current on new industry trends, technologies, and software development
- Evaluate internal systems and make recommendations to improve effectiveness
- Represent company at conferences and networking events
- Ensuring company's technological processes and service comply with all requirements, laws, and regulations

### **SUPERVISORY RESPONSIBILITIES**

- ImpediMed IT and Software Teams



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### QUALIFICATIONS GUIDELINES

#### Typical Knowledge, Skills, & Abilities:

- Ability to be a “big picture” thinker
- Ability to encourage team and staff; ability to mentor and lead
- Excellent leadership, team building, and management skills
- Excellent verbal and written communication skills
- Proven ability to interact and communicate with senior C-level executives
- Outstanding written and oral communications as well as the ability to give presentations to a wide spectrum of audiences, both internally and externally.
- Ability to skillfully manage, develop, motivate, inspire and direct others within a fast-paced and dynamic, entrepreneurial environment.
- Highly collaborative with team orientation; flexible in personal interactions at all levels of the company.
- Creative, strategic and thoughtful “hands-on” leader with “can-do” leadership approach.
- Results and goal oriented with ability to demonstrate excellent judgment, solution orientation and appropriate level of risk taking.
- Exceptionally strong leadership profile with executive presence and passion for the mission.
- Able to align multiple strategies and ideas
- In-depth knowledge and understanding of the industry
- Ability/ willingness to travel
- Must understand, follow, and comply with regulatory requirements as applicable to various processes. An understanding of FDA Quality System Regulations and ISO Standards (ISO 13485 and 21 CFR 820) is required.
- Must be comfortable working in an environment controlled by standards and regulations, including but not limited to Standard Operating Procedures (SOPs), Good Manufacturing Practices (GMP), and Quality System Regulations (QSRs), both US and international.

### MINIMUM EDUCATION and/or EXPERIENCE

- BS Degree in a technical field, advance degree preferred
- Executive presence; Ability to be the outward facing technical executive of the company
- Experience leading software development in a regulated environment: Experience with ISO 13485 and 62304 and HIPAA a plus
- 15 years in software development-5+ years in a technical leadership role developing commercial software applications
- Med Device experience coupled with digital health experience
- Exposure to field service implementation and process
- Experience building and managing cloud-based services a plus
  - Experience with cost engineering Cloud environments to ensure Customers operating at the lowest cost per Customer footprint with integrated continuous cost improvement
- Experience building a data architecture to support big data analytics a plus
- Experience improving the speed of refactoring generational software releases using innovative ways of applying Agile for
  - Modular development and release
  - SW version control



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- Experience leading change from a model to microservices architecture a plus
  - Experience with ITSM processes and ITIL, along with integration experience of Cloud solutions and services with enterprise IT Service Management systems and processes
- Experience in a fast-paced, startup (or startup-like) environment and experience
- Experience with DevOps, Continuous Development, Continuous Deployment, Continuous Integration and Micro-Services

### **WORK ENVIRONMENT & PHYSICAL REQUIREMENTS**

- Physical Demand: Moderate physical effort. For example, standing, bending, or stooping for extended periods, operating light office equipment, e.g., personal computer, copier etc. The employee must be able to occasionally lift and/or move up to 50 pounds of equipment.
- Mental Demand: Moderate to high degree of concentration due to volume, complexity, and/or “pressure” of work.
- Travel: This position will require limited travel (mostly domestic) up to 20%. International travel will be assessed as needed. A valid US driver’s license is required for this position.

### **BENEFITS:**

- Full healthcare benefits include: Medical PPO/HMO/HSA Plan Choices, Dental Plan, Vision Plan; 401(k) with employer match for full-time employees once vested in plan.
- Basic Life, AD&D, STD/LTD, Life Assistance Program (LAP)

**ImpediMed is an Equal Opportunity/Affirmative Action Employer**