

# Evan P. Thompson

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## PROFILE

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Evan is a recognized new product development and engineering leader with proven experience leading high performing engineering teams and launching successful new products. He offers a unique blend of end-user focus, technical expertise, data-driven thinking, strong business acumen, and a collaborative leadership style. He is equally at home mentoring engineers on best design principles and practices, leading complex problem-solving efforts, partnering with business leaders on strategy, and working to ensure his team's goals are aligned with those of the organization.

## EXPERIENCE

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### Engineering Consultant | Evant Engineering LLC | Design Integrity

2020-Present

- Hired to lead engineering project team for client who wished to take prototype commercial cooking device to mass production but didn't have the internal resources or capability
- Completed design audit and reverse engineering of existing designs and prototypes
- Developed detailed product requirements document to guide engineering development and validation
- Partnered with client and growth-marketing consultants to determine optimal go-to-market strategy
- Prepared and delivered thorough design audit report for client
- Independently hired to develop patent claims and alternate embodiments to support an inventor's patent application

### Sr. Manager - Engineering and Product Development - Connected Products | Master Lock

2020

- Promoted to lead the Connected Products hardware engineering team. Oversaw the design, engineering, validation, and sustaining engineering support of all electro-mechanical products at Master Lock
- Managed staff of Mechanical, Electrical, and RF Engineers located in US and Asia. Directed activities of 10 associates - six direct reports
- Partnered with Product Management and Leadership Teams to develop product development and innovation plan which included prioritized active projects, targeted R&D efforts for pipeline projects, and forward-looking research into future technology possibilities
- Developed and managed department budget
- Communicated regularly with team members to help prioritize, problem-solve, and support when needed
- Regularly communicated department project status to business leadership team

### Project Engineer - Connected Products | Master Lock

2015 – 2019

- Technical and Engineering lead for multiple connected product development programs and successful launches
- Directed Mechanical, Electrical, Firmware, and Industrial Design efforts of internal and external resources
- Implemented multiple new-to-the-company technologies including Bluetooth 5.0, E-paper displays, and electromechanical locking mechanisms with optical sensors
- Championed a platform design approach to mechanical, electrical, and embedded software/UI/UX design
- Developed and tracked project plans, schedules, budgets, and COGS
- Led cross-functional development and alignment of product and system architecture and functional requirements
- Developed DFMEA and product test plans. Led several complex problem-solving efforts utilizing thorough root-cause-analysis, and DoE
- Coordinated production and quality control plans at factories
- Oversaw production validation testing and manufacturing ramp-up at factories in North America and Asia to ensure mass produced product would meet quality targets
- Awarded Security Industry Association Access Control Device Category Winner - Bluetooth Door Controller
- Awarded US utility patent for anti-jam locking mechanism - Digital Locker Lock
- Awarded Appliance Design Excellence in Design Bronze Medal - Digital Locker Lock

### Sr. Product Development Engineer | Master Lock / Waterloo Industries

2014 – 2015

- Hired to lead development of Bluetooth Electronic Access Control System for toolbox business
- Collaboratively developed all system architecture and functional requirements
- Successfully led team through design, development, and build of prototype systems for demo at industry trade shows
- Led sourcing effort for domestic EMS box builds, developed production plan with factory, and led project through production tooling release and initial builds

- Concurrently led multiple complex product development programs from concept to production
- Developed project plans, budgets, resource estimates, and project proposals
- Worked with clients to develop product requirements, performance specifications, and testing plans
- Developed and managed overall project timelines and day-to-day tasks and priorities for project teams
- Communicated regularly with client, project team, and external partners to ensure project milestones were being met
- Led and participated in brainstorming sessions to develop and refine new ideas and concepts
- Designed and built functional prototypes and breadboards to prove out new concepts and/or technologies
- Performed FMEA process to identify and correct potential issues early in the development process
- Mentored design engineers in design/development process and engineering best practices
- Served as senior engineer leading design reviews and providing engineering guidance, direction, and priority
- Improved DI time-tracking process to tie billable project hours to specific project tasks and overall project budget

**Product Manager / Sr. Engineer | Harken Yacht Equipment**

2009 – 2011

- Led cross-functional product development teams from project definition through launch
- Served as communication hub with project team, marketing, factory, suppliers, sales and customer service staff
- Responsible for establishing and achieving customer needs, project scope, schedule, COGS and budget targets
- Collaborated with global sales/marketing staff and lead users to identify new product ideas
- Evaluated new product ideas and developed them into fully defined projects with clear goals and parameters
- Provided financial analysis and justification for new products
- Championed implementation of five year new product portfolio plan for business segment
- Established robust and effective product development process and project management practice within company

**Design Engineer | Harken Yacht Equipment**

2007 – 2009

- Designed over 200 sail control and handling products for global sailing market
- Created 3D models and detailed engineering documentation using SolidWorks CAD/Cosmos FEA
- Oversaw production, QC, and assembly of all components
- Worked directly with customers, internal stakeholders, and external suppliers to develop concepts
- Responsible for design of mission critical systems for winner and runner-up of 2010 America's Cup

**EDUCATION**

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**MS: Product Design and Development**, Northwestern University - Evanston, IL**BS: Mechanical Engineering**, University of Rhode Island - Kingston, RI**CORE COMPETENCIES**

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**Leading / Managing:** Mentoring; prioritization; goal setting; time/task management; listening; followthrough; career development;**Design/Engineering:** Mechanical engineering; prototyping; electro-mechanical systems; injection molded plastics design; machined component design; stamping; casting; tolerance analysis; design for manufacture and assembly; failure mode and effects analysis; statistical analysis; problem solving; design audits; quality planning; testing and reliability**Project Management:** Cross-functional project team leadership and management; project planning; resource estimation, allocation, and prioritization; budget tracking, client relationships; task lists; presenting and public speaking**Computer Software:** SolidWorks; M.S. Office Suite; Fusion 360**PATENTS**

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**US 10,487,543** - Locking Device with Anti-Jam Mechanism**US 10,350, 628** - Trigger Sprayer with Bottle Filling Conduit**US 10,035,214** - Stud Welding Gun and Magazine

Several additional Design Patents and Applications