What we do:

Early Charm creates, owns, and operates businesses that convert science into revenue.

We are the management team, the operators, and the entrepreneurs. We do not write checks and just pop in for board meetings. We show up to our labs, our production facilities, and our offices every day to do all the heavy lifting in our portfolio companies.

Our scientists and engineers work across our entire portfolio, never just one venture. This brings extraordinary expertise to the earliest stages of product development. The lack of silos fosters creativity and attracts the most collaborative people.

Similarly, our sales & marketing team works across our portfolio enabling us to have the voice of customers heard early and often as we consider product development. Add in our experts in law, intellectual property, accounting, finance, licensing, purchasing and more to get the complete team to build our businesses.

What you will do:

You will work closely with our team of experienced scientists, engineers and designers in our advanced materials group, Materic. You will primarily be engaged with developing our new technologies in the areas of net shaped printing of non-oxide ceramics (supported by a $2.7m ARPA-E award) and near net shaped printing of oxide ceramics. You will also support our custom 3D printer farm which includes a range of 3D printing technologies for plastics and metals.

Your responsibilities will include working with senior researchers to develop experimental plans, performing experiments, testing materials, assessing results, iterating experimental designs based on results, preparing standard operating procedures, and troubleshooting production issues.

What you need to be successful:

If you are both unabashedly creative and cooperatively kinetic then you’ll fit right into the culture at Early Charm.
Experience with at least some of the following areas along with an ability and interest to learn the others: development and manufacturing of metals, ceramics, and composite materials, production of components using selective laser sintering (SLS), production of components using stereolithography (SLA), operating furnaces and high temperature processing equipment, materials science, mechanical engineering, chemical engineering, additive manufacturing, powders/materials handling, and the laboratory is preferred.

What we will do for you:

Career development is our top priority for you. While we love the idea of people joining Early Charm forever, we are realistic to understand that we may be a steppingstone to other opportunities or a way for you to explore career options. Regardless of your reasons for joining us, our commitment is to help you while you are helping us.

Where you will work:

We are at the center of the entrepreneurial renaissance of Baltimore giving you the opportunity to interact with some of the nation’s most exciting technology companies. Located at 1100 Wicomico Street, our labs, production space and offices are intermingled with firms doing engineering design, software development, specialty textiles, robotics, and so much more. There is even a brewery.

Diversity, Equity and Inclusion is Our Business:

Creativity is the soul of Early Charm. We expand creativity by actively seeking out and embracing diversity in all its forms. Diversity of thought, of experience, of culture, of race, of expression and ultimately of the individual is, therefore, our soul.

Action and cooperation drive our success at Early Charm. We foster action through equity. Equity means we treat everyone with respect, empower everyone to make decisions, help everyone to advance their career and compensate everyone fairly. We encourage cooperation by being inclusive. Inclusive means celebrating each other’s differences, listening to each other’s views, and empowering each other to be individuals through our own actions. Equity and inclusion, therefore, is our success.

How to Join Us:

Please send your resume and cover letter to Kelli Booth at apply@earlycharm.com.