POSITION	**VICE PRESIDENT OF ENGINEERING**
REPORTS TO	**Peter Poulin – CEO**
DATE	September 2026
MORE INFORMATION	https://www.grcooling.com/
SEARCH CONTACTS	Andy Lane @ CFS Partners M +1 414 807 4085 E andy@criticalfacility.com

GREEN REVOLUTION COOLING OVERVIEW

Green Revolution Cooling (GRC), headquartered in Austin TX, is a data center thermal infrastructure company focused on single-phase liquid immersion cooling. Founded in 2009, GRC develops patented systems that place servers directly into a dielectric fluid, removing heat efficiently while reducing the space, mechanical complexity, energy use, and operating burden associated with conventional air cooling.

The company serves high-performance computing, artificial intelligence, enterprise, cloud, telecommunications, government, education, and edge applications. Its modular immersion platforms are designed to help customers add compute density, improve resilience, simplify deployment, and optimize total cost of ownership as processor heat loads continue to rise.

GRC solutions have been deployed globally and are supported by an ecosystem that includes server, silicon, data center infrastructure, fluid, and solution partners. The business combines deep thermal engineering, product innovation, intellectual property, manufacturing, controls, software, and field-service requirements in a market where customer adoption and technical standards are evolving quickly.

THE ENGINEERING IMPERATIVE

The Vice President of Engineering (VPE) will lead the multidisciplinary organization responsible for turning GRC's technical advantages into reliable, scalable, manufacturable products and integrated data center platforms. The mandate spans technology strategy, product architecture, development execution, intellectual property, design governance, engineering change control, compliance, and talent. Success requires equal command of advanced cooling technology and the operating disciplines needed to commercialize complex hardware and software systems.

COMPANY HISTORY AND MARKET CONTEXT

GRC was established in Austin, Texas in 2009 with a vision to change how data centers are designed, built, and operated. Over more than fifteen years, the company has helped establish single-phase immersion cooling as a practical alternative for power-dense computing

environments. GRC reports installations in more than twenty countries, ISO 9001:2015 certification, and a growing patent portfolio supporting its technology position.

The market backdrop is increasingly favorable. AI and accelerated computing are driving rack densities and thermal design power beyond the practical limits of many air-cooled architectures. Customers are evaluating direct-to-chip liquid cooling and immersion solutions to unlock compute performance, reduce water and energy requirements, shorten deployment schedules, and improve resilience. GRC is positioned at the intersection of data center infrastructure, advanced thermal management, and next-generation compute.

STRATEGIC PRODUCT ROADMAP

GRC is pursuing a two-track product strategy that addresses attractive near-term markets while advancing the technology required for broader participation in large-scale AI and white-space data centers. Current limitations on warranty support for immersion-cooled GPU deployments have moderated near-term adoption in the largest GPU based environments, reinforcing the importance of applications where immersion cooling provides clear protection, reliability, density, and deployment advantages.

The first track centers on repeatable, small-form-factor edge systems for telecommunications, defense, industrial, manufacturing, and mining environments. Active customer development includes a potential telecommunications and an industrial factory-floor concept deployments that could involve thousands of units each. These opportunities remain under development, but they demonstrate the scale that standardized edge products could unlock.

The second track extends GRC from individual cooling products toward complete modular data center platforms that integrate immersion cooling, electrical infrastructure, outdoor heat rejection, controls, backup power, and generation. This strategy would allow customers to deploy resilient compute capacity rapidly on prepared sites and would materially increase GRC's value and revenue potential per installation. The VPE will align resources and execution across both product paths.

TECHNOLOGY AND PRODUCT PORTFOLIO

- ICEraQ systems - modular, rack-based, single-phase immersion cooling platforms designed for scalable deployment.
- ICETank systems - tank-based immersion solutions supporting dense compute environments and flexible configurations.
- ICEraQ Nano, Flex, Micro, and SX configurations - product variants addressing edge, compact, modular, and larger-scale use cases.
- System Manager - monitoring and management capabilities that provide operating visibility and control.
- ElectroSafe fluids and partner ecosystem - dielectric cooling fluids and integrated infrastructure relationships supporting complete deployments.

CUSTOMER VALUE PROPOSITION

- Higher compute density and performance within constrained power and space envelopes.

- Reduced dependence on chillers, CRAC units, air handlers, humidity controls, and other conventional cooling components.
- Lower operating expense and improved energy efficiency with a simplified thermal architecture.
- Modular deployment suited to data centers, high-performance computing, AI, telecommunications, and edge environments.
- Environmental resilience and a pathway to more sustainable data center operations.

REPRESENTATIVE CUSTOMERS

DIFFERENTIATION

Why Do Customers Choose GRC for Immersion Cooling?

- Experience > Risk Reduction (17 yrs, 24 countries)
- Technical Leadership > Continuous Innovation (Awards, 30+ patents granted)
- Preferred Position in Ecosystem > Trust (biggest brands aligned with GRC)
- Flex Manufacturing Network > Scale, Resilience, Low-Landed Costs (41 locations, $1B capacity)
- Quality Focus > Quality Management System was ISO 9001:15 certified in 2023
- WW Service & Support Coverage > Fast Response, Local Language (coverage in ~160 countries)
- Management Team > Ecosystem Trust, Risk Reduction (Each with 35+ years experience & relationships)

IN THE NEWS

https://www.grcooling.com/press-releases/

July 2026 - Mindstream Energy Expands Sovereign AI Platform Through Strategic Collaborations With CodeZero And GRC

March 2026 - UNICOM Engineering and GRC Launch Fully Integrated Immersion-Cooled AI Solutions

Nov 2025 - GRC Expands Immersion Cooling to the Edge with New ICEraQ™ Nano System

Nov 2025 - GRC Launches ReliaSys IR500 CDU

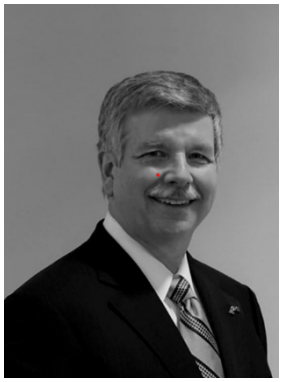
June 2025 - Investment enables GRC to meet global demand and deliver innovation to the global data center ecosystem

CULTURE

GRC fosters a customer-focused, accountable culture built around five core values: bias for action, continuous improvement, intellectual fearlessness, respect and humility, and reliability. Team members are expected to act with urgency, use evidence to improve decisions, challenge assumptions openly and respectfully, and follow through on commitments. Leaders provide a credible vision, confront reality, establish clear priorities, and continually strengthen the organization. The result is a resilient, low-ego environment where candid debate is encouraged, decisions earn collective support, and success is measured by promises kept and customers who are willing to advocate for GRC.

GRC LEADERSHIP TEAM

https://www.grcooling.com/our-expert-team/



Peter Poulin
Chief Executive Officer
LinkedIn Profile



John Bean Jr.
Chief Technology Officer
LinkedIn Profile



Jeff Burke
EVP Sales and Marketing
LinkedIn Profile



Mike Zimmerman
EVP Operations
LinkedIn Profile



Laura Parsons
Controller
LinkedIn Profile

FINANCIAL PARTNERS

Green Rev Investments - GRC's majority shareholder and a long-term investment vehicle established by partners of Heat Transfer Solutions, a leading North American commercial HVAC solutions organization. The investor group has supported GRC's development since 2016, providing patient capital and relevant thermal-management and data center industry expertise.

SK Enmove - http://www.skenmove.com/
Established in 1968, SK Enmove is a pioneer in the Korean lubricant market, specializing in lubricants and lube base oil. With a vision to lead fuel efficiency improvement, SK Enmove provides premium lube base oil products that enhance automobile fuel efficiency.

Through its equity investment, SK Enmove supports immersion-fluid development and global market expansion. SK has also helped bring GRC and LG together to combine GRC's immersion systems with LG's outdoor heat-rejection technology, strengthening the solution for edge and modular deployments.

– SK Enmove Forms Strategic Alliance for Immersion Cooling in AI Data Centers, Targeting Global Market Expansion

Eneos - https://www.hd.eneos.co.jp/english/
Established in 1888 and headquartered in Tokyo, ENEOS is one of Japan's largest energy and materials companies. Its relationship with GRC combines investment, immersion-fluid development, and access to industrial use cases. The companies are supporting industrial-edge initiatives that include immersion-cooling pilots with Toyota in the United States and Japan, extending GRC's relevance beyond traditional data centers.

Samsung / Samsung C&T - http://www.samsungcnt.com/
Samsung C&T is a global leader driving innovation across Engineering & Construction, Trading & Investment, Fashion, and Resort. Established in 1938, they have evolved from a pioneering trading firm into a trusted global powerhouse, delivering value and shaping industries in over 50 countries worldwide.

GRC's relationship with Samsung provides additional growth capital and access to Samsung's global data center engineering, construction, and customer ecosystem.

– In Response to Explosive Growth in Liquid Cooling Demand, Samsung Ventures Invests in GRC as Samsung C&T Forms Strategic Partnership in Latest Funding Round

VICE PRESIDENT OF ENGINEERING

The Vice President of Engineering (VPE) will report directly to CEO Peter Poulin and serve as GRC's senior leader for engineering strategy and execution. The title could flex to SVP or EVP for an exceptional candidate. The executive will partner closely with Product Management, Operations, Manufacturing, Quality, Sales, Service, Finance, and the executive team. This is a high-visibility operating role with the immediate opportunity to lead multiple product development collaborations during this formative stage growth chapter.

The VPE will lead GRC's multidisciplinary product development organization and establish the strategy, operating system, and talent required to deliver industry-leading cooling solutions. The executive will translate customer and market requirements into an integrated roadmap spanning mechanical and electrical systems, embedded software and firmware, controls, heat rejection, power infrastructure, compliance, and intellectual property. The scope increasingly extends beyond cooling products to complete edge and modular data center platforms.

The VPE has both a technical leadership and enterprise operating charter, owning the development lifecycle from architecture and requirements through verification, validation, release, and sustaining engineering. A central priority will be building a productive partnership with GRC's newly established Product Management function so customer demand and market evidence drive roadmap choices. The executive will build predictable portfolio execution while preserving GRC's entrepreneurial speed and culture of invention.

The preferred candidate will bring meaningful experience with data center physical infrastructure, including advanced liquid cooling. Exposure to coolant distribution units for direct-to-chip GPU and CPU cooling is important. Experience with single-phase or two-phase immersion cooling is strongly preferred. The leader must be capable of evaluating different cooling architectures objectively and positioning GRC's technology roadmap against fast-changing compute and customer requirements.

Mandate -

- Set a long-term engineering and technology strategy tied to customer needs, business priorities, and differentiated intellectual property.
- Build an accountable, high-performing multidisciplinary engineering organization with strong functional leaders and succession depth.
- Create rigorous, transparent execution across the product portfolio, improving delivery against performance, cost, quality, and schedule objectives.
- Strengthen design governance through early and recurring reviews, requirements management, configuration control, and disciplined engineering change processes.
- Partner across the enterprise to bring products from concept through commercialization, manufacturing scale-up, field deployment, and continuous improvement.
- Increase GRC's influence in the technical ecosystem through standards bodies, partners, customers, patents, and thought leadership.

First Year Priorities -

- Assess roadmap, active programs, talent, tools, development processes, technical risk, and resource allocation.
- Complete an effective transition with John Bean and assume full day-to-day ownership of engineering execution.
- Convert the two-track edge and modular platform strategy into a sequenced, customer-informed product roadmap with clear investment choices.
- Align leadership on portfolio priorities and establish visible milestones, decision rights, and operating cadence.
- Improve cross-functional product introduction and engineering change control.
- Clarify IP strategy and accelerate high-value invention identification and patent prosecution.
- Develop the organization and upgrade talent where required.

Core Responsibilities -

- Provide strategic and technical leadership for Engineering and establish long-term technology and product development roadmaps.
- Lead Mechanical, Electrical, Embedded Software and Firmware, Systems Engineering, and Compliance teams.
- Support Product Management in market opportunity assessment, product ideation, requirements definition, and roadmap prioritization.
- Direct architecture, detailed design, verification and validation, product release, and sustaining engineering.
- Lead early and routine design reviews with Product Management, Manufacturing, Quality, and Service to align key decisions and surface risk.
- Develop program schedules, allocate resources, monitor execution, and deliver against performance, cost, quality, and schedule commitments.
- Select, scope, and manage outsourced engineering partners when external capability or capacity is required.
- Oversee invention disclosure, patent strategy, portfolio development, and coordination with outside counsel for domestic and international filings.
- Chair the Engineering Change Order Committee and provide administrative oversight of engineering change governance.
- Establish disciplined use of PDM and PLM systems, requirements management, configuration control, and enterprise product development tools.
- Coach direct reports, develop engineering leaders, manage performance, retain critical talent, and upgrade the organization as needed.
- Partner with Product Marketing, Manufacturing, Service, Sales, Operations, and Finance to ensure successful product introduction and continuous improvement.
- Represent GRC in ASHRAE, the Open Compute Project, and other relevant standards bodies and industry forums.
- Own engineering operating and capital budget performance and communicate progress, tradeoffs, and risk clearly to executive leadership.

Measures of Success -

- On-time delivery of committed product roadmap milestones.
- Industry-leading innovations that create measurable customer value.
- Improvement in engineered product quality and cost improvements.

- Performance within approved engineering operating and capital budgets.
- Stronger organizational capability, leadership development, retention of critical employees, and selective talent upgrades.
- Granted patents and intellectual property that create defensible competitive barriers.

Knowledge & Competencies -

- 15+ years product development within data center infrastructure, thermal management, power systems, or related industries.
- 7+ years engineering leadership managing multidisciplinary engineering organizations.
- PDM/PLM systems and enterprise product development and manufacturing software.
- Data center physical infrastructure including cooling systems, power systems, and site monitoring platforms.
- Developing and managing technology roadmaps and engineering project portfolios.
- Patent prosecution including invention disclosure, portfolio development, and coordination with outside patent counsel for domestic and international filings.
- Engineering processes, design reviews, requirements management, configuration management, and engineering change control.
- Strong organizational, leadership, and mentoring skills with the ability to build high-performing engineering teams.
- Ability to manage multiple complex projects in a fast-paced environment while maintaining attention to quality and execution.

KEY QUALIFYING CRITERIA

Data Center Thermal Infrastructure - Demonstrated command of data center physical infrastructure, with deep experience in cooling systems and meaningful exposure to advanced liquid cooling. Familiarity with CDUs for direct-to-chip GPU and CPU cooling is required. Single-phase or two-phase immersion cooling experience preferred.

Multidisciplinary Product Leadership - History leading mechanical, electrical, embedded software or firmware, systems engineering, and compliance capabilities in an integrated product organization.

Product Development Execution - Proven success taking complex hardware and software-enabled products from architecture and requirements through design, verification, validation, commercialization, and sustaining engineering.

Technology Strategy and Innovation - Ability to translate market signals and customer needs into a differentiated technology roadmap, make sound architecture choices, and foster an invention-oriented culture.

Intellectual Property - Experience evaluating invention disclosures, shaping patent strategy, developing portfolios, and working with outside counsel on domestic and international prosecution.

Engineering Operating System - Strong command of PDM and PLM, requirements and configuration management, design reviews, resource planning, engineering change control, and portfolio governance.

Cross Functional Commercialization - Track record partnering with Product Management, Manufacturing, Quality, Operations, Service, Sales, and Finance to deliver manufacturable, serviceable, cost-effective products.

Customer and Market Orientation - Evidence of incorporating direct customer insight into requirements and roadmap decisions, including the judgment to revise an initial technical position when market evidence supports a better commercial outcome.

Growth Stage Adaptability - Comfortable operating hands-on with limited resources and evolving priorities while introducing the processes, talent, and accountability required to scale. Prior experience in both entrepreneurial and larger-company environments is particularly attractive.

Executive Leadership and Talent - A clear, credible communicator and talent developer who builds accountable teams, mentor leaders, makes timely decisions, and performs effectively in a fast-moving growth environment.

Location – Metro Austin TX highly preferred. Relocation considered on a case-by-case basis

WHY CONSIDER THIS OPPORTUNITY WITH GRC?

Market Timing - AI and accelerated computing are changing the thermal requirements of data centers, increasing the strategic importance of liquid cooling.

Technology Position - GRC brings more than fifteen years of immersion cooling experience, a patented platform, global deployments, and an established industry ecosystem.

Platform Creation - The VPE will help move GRC from individual immersion-cooling products toward integrated edge and modular data center platforms, materially expanding the company's addressable market and value per deployment.

Enterprise Impact - The role combines technology strategy, complete product ownership, customer-informed roadmap decisions, manufacturing scale-up, intellectual property, and organizational leadership.

Mission and Sustainability - GRC's products can improve compute performance while reducing infrastructure complexity, resource consumption, and total cost of ownership.

Strategic Capital and Market Access - GRC's investors bring fluid technology, thermal-management expertise, manufacturing relationships, industrial applications, and access to global customer ecosystems. The companies are preparing for the next stage of capital, product, and commercial development.

COMPENSATION

The compensation package will be calibrated to the selected executive's experience and requirements. The initial framework contemplates a base salary, a target annual incentive, meaningful equity participation, 401(k) matching, above-benchmark company contributions to healthcare premiums, and an open PTO policy.

SEARCH PROCESS

Following receipt of a resume and an initial discussion addressing the Key Qualifying Criteria, cultural alignment, and professional motivation, CFS Partners will recommend selected candidates for introduction to Peter Poulin. Selected candidates will be introduced to select members of the Executive Team for additional conversations and mutual exploration. Finalists will receive additional company materials under NDA and participate in a structured conversation and presentation. A finalist will be selected and receive offer terms. Any offer will remain contingent upon successful completion of background and reference requirements.