



Czero, Inc

Job Opening – Mechanical Engineer

Posting#: 2026 - 003

Date of posting: March 13, 2026

Location: Fort Collins, Colorado 80524 - minimum of 2 days/week on-site

Residency Requirement: U.S. Citizen or Permanent Resident (Green Card)

Time commitment: Full time

Reporting structure: Reports directly to the VP of Engineering

Salary Range: \$100,000 - \$125,000

JOB DESCRIPTION

Czero is seeking an experienced full-time Mechanical Design Engineer:

You will have both CAD and analytical skills to support our research and development technology projects. In this role, you will work in a collaborative team environment to develop designs for cutting-edge technologies in a wide range of industries, including clean energy, advanced automotive, transportation, and aerospace.

Czero specializes in early-stage research and development of innovative technologies in the energy sector. At any given time, our projects may include wave energy, compressed air storage, hydrogen infrastructure, automotive powertrains and valvetrains, fuel cells, and hydraulic power systems to name a few. If you join us, you will immediately be contributing to a project team of other motivated and passionate problem solvers as we strive to deliver the best designs for our customers and positively impact the environment.

QUALIFICATIONS

Education

Minimum: Bachelor's degree in mechanical engineering (BSME)

Experience required

Czero is seeking experienced Mechanical Design Engineers with a minimum of 7 years' experience.

Essential capabilities:

- Demonstrated capability to create complex designs using SolidWorks (preferred), PTC Creo, and/or Autodesk Inventor
- Proven ability to develop new concepts and designs to solve R&D challenges
- Strong machine design skills and experience
- Perform analysis as part of the design process using spreadsheets, Mathcad, or similar programs (i.e., fatigue, buckling, peak stress, system hydraulic flow/pressure calculation, actuator/pump/motor sizing, spring/gear/spline design, etc.)
- Apply dimensioning and tolerancing to create manufacturing and assembly drawings as well as perform tolerance stack-up analysis (proficiency using ASME Y14.5)
- Work with the team to evaluate concepts and conduct/participate in design reviews
- Work with the team on FMEA/HAZOP's and related documentation
- Write specifications for purchased components
- Work with vendors and experts on component selection
- Meet with clients, vendors, and partners
- Document design activities

Additional consideration given to those with experience in these areas:

- Analysis capabilities: Static structural FEA, and ability to do low levels of CFD and dynamic modeling.
- Experience working in a research and development environment
- Experience with material, surface treatment, and surface coating selection
- Engineering for cleantech applications
- Process piping (ASME 31.1 & 31.3), welding standards (AWS), pressure vessel code, etc.

The right fit for our team

We are looking for an individual who is authentic, smart, creative, hardworking, able to handle multiple activities simultaneously and is great at forging trust and building strong relationships both internally and externally. Everyone at Czero enjoys the challenge of tackling hard problems and is willing to put in the time and effort to solve them. Additionally, we have a true team environment, so it's crucial that you can collaborate effectively with diverse team members.

If you join our team, you will find Czero an interesting, challenging, and rewarding place to work. Your contributions will make a significant impact on high-profile projects that are positive for our clients, the environment, and the economy.

Benefits

Czero offers a flexible and collaborative workplace with competitive salary and a generous benefits package, including:

- Employer sponsored health insurance
- Employer paid Long Term Disability
- 401k retirement plan with employer match
- Flexible schedule

- Paid time off, accumulating from your first day
- Annual discretionary bonus and salary adjustments

ABOUT CZERO

Czero is a dynamic, rapidly evolving engineering services/contract research and development firm committed to delivering high-quality solutions to our clients. Czero specializes in early-stage R&D in the areas of cleantech, energy, power generation, and transportation. We are 19 years old and have delivered over 450 projects to date. Our clients include the Department of Energy, the Department of Defense, National Labs, Universities, and companies of all sizes including start-ups. Our team takes on wide-ranging engineering challenges, developing new technologies and delivering high quality proof-of-concept prototype systems. We are passionate about the environment, and our work centers on scalable, cost-effective solutions to increase energy efficiency, improve energy storage and delivery, and decrease harmful emissions. Czero has a strong network of partner companies, suppliers, and university collaboration partners, including Colorado State University often working with university researchers on cutting edge technology development.

We celebrate employment diversity, equity, and inclusion. We encourage applications from all qualified individuals and do not discriminate based on disability, race, ethnicity, religion, gender, sexual orientation, age, veteran status, or any other basis protected under federal, state, provincial or local laws. Czero is an equal opportunity employer.

RECRUITERS

Please do not contact us regarding this or other positions at Czero; we already have an established relationship with a great recruiting team. Thanks!