

Supply Chain & Manufacturing Lead

Early team · Full-time · Austin, TX

Build the supply chain behind a hardware company going from hundreds of units to tens of thousands.

About Clema

Clema is building active cooling wearables for people working in extreme heat. Our thermoelectric system is worn under PPE and delivers 25–30°F of skin cooling in real field conditions for a full industrial shift. We are already shipping our first production run into paid deployments with major energy, logistics, and industrial operators, with one of the companies behind the country's largest AI infrastructure buildouts working toward a deployment. Customer demand is already ahead of what we can manufacture. We recently closed an oversubscribed pre-seed and are scaling fast.

The role

You'll help decide where and how Clema gets built. We are moving from a 150–200 unit pilot batch toward 10,000–100,000 units, and this hire comes in before we lock the manufacturing footprint. Working directly with our CTO, you'll own supplier qualification, CM selection, landed-cost and timeline models, customs and trade compliance, and the operating system that keeps supply from becoming the constraint on growth.

What you'll own

- Source, qualify, and manage component suppliers across PCBs, connectors, TECs, fans, wiring, and other electromechanical parts in multiple regions.
- Run RFQs with candidate contract manufacturers across China, non-China Asia, and Poland; build comparison models across cost, lead time, and IP exposure.
- Own landed-cost modeling across manufacturing scenarios, including duties, tariffs, freight, and customs clearance.
- Manage customs clearance, import/export documentation, HTS classification, and country-of-origin questions for components and finished goods.
- Track and respond to Section 301 actions and related trade-policy changes that materially affect landed cost by region.
- Build timeline and capacity forecasts tied to supplier lead times and flag pinch points before they become line stoppages.
- Screen manufacturers and suppliers for quality and IP risk, including avoiding vendors with adjacent consumer wearable or cooling product lines.
- Manage inventory buffers and supplier risk on critical components.
- Support a split-BOM strategy across manufacturers as part of Clema's IP-protection approach.
- Model working-capital requirements at different volume levels alongside the finance side of the business.

What we're looking for

- Prior supply-chain management experience for a physical hardware product, at a startup or established company.
- Direct experience with international sourcing, customs clearance, and import/export compliance.
- Comfort building cost and timeline models and using them to drive decisions, not just report status.
- Experience qualifying and managing manufacturing and component suppliers, ideally across multiple countries or regions.
- Ability to operate with real ownership alongside the CTO; this is a small team and the role carries real decision weight.

Bonus points

- Experience sourcing electronics components specifically: PCBs, connectors, batteries, or similar.
- Background at a company that manufactured in, or evaluated manufacturing in, China alongside other regions.

- Familiarity with trade compliance and tariff strategy in a shifting regulatory environment.
- Experience supporting a manufacturing-location or contract-manufacturer selection process.

Why join now

Clema is still small enough that a few people will define the product, culture, and technical standards of the company. You'll work directly with the founders, get immediate feedback from real deployments, and have meaningful ownership in what we build next.