Scott Duncan

EXECUTIVE ENGINEERING LEADER | VEHICLE DESIGN INNOVATION | PRODUCT & VEHICLE LAUNCH | SYSTEM INTEGRATION | TEAM BUILDING

Dynamic, results-focused engineering executive with over 25 years of progressive leadership in mechanical design, vehicle integration, product development, and cross-functional team management across OEMs, Tier 1 suppliers, and EV startups. Proven record of launching cutting-edge technologies, building high-performing engineering teams, and driving innovation across complex vehicle platforms. Strong background in steering systems, chassis, ADAS, and electrification technologies. Adept in DFMEA, DVP&R, and full vehicle validation.

CORE COMPETENCIES

Product Design | Strategic Planning | EV & Conventional Platforms | Cross-Functional Leadership System Integration | Launch Execution | Cost Reduction | ADAS & Steering Chassis Engineering | Innovation Strategy | Product Validation | Team Development

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SELECTED ACCOMPLISHMENTS

- **Delivered North America's first Class 8 Fuel Cell and Battery Electric trucks** at Nikola Motor, overseeing chassis system teams for custom designs and integration, full vehicle development, validation, and launch readiness. Delivered class leading chassis, steering, and integrated systems under compressed timelines.
- **Increased product line revenue by $180M+** while at ZF by securing global OEM programs, driving design innovation roadmaps, and implementing functional safety protocols for high-volume mechatronic products.
- **Achieved 40% part complexity reduction** and improved product margins at PACCAR through targeted design consolidation and supply chain optimization.
- **Cut vehicle aerodynamics benchmarking timeline in half** at Chrysler's wind tunnel facility, streamlining test protocols and team efficiency.
- **Generated $2.5M in cost savings** by designing a proprietary mobile NVH test system, reducing external testing needs and improving data access.
- **Contributed to the Ram Truck's 5-star crash rating** by developing and launching a patented tilt steering system exceeding FMVSS standards.
- **Recognized with two Vice President Awards** at Chrysler for successful program delivery and strategic cost management.

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PROFESSIONAL EXPERIENCE

Battle Motors – Chief Engineering Director
New Philadelphia, OH | Nov 2024 – Current
Led advanced product concept development and early-stage sourcing for next-gen vocational vehicle platforms.

- Designed integrated chassis and combustion platform for future model
- Established early supplier engagement to mitigate long lead procurement risk

Nikola Motor Company – Sr. Director of Engineering / Director / Sr. Technical Specialist
Phoenix, AZ | Oct 2020 – Oct 2024
Built and scaled engineering teams to deliver BEV and FCEV commercial truck programs.

- Launched Nikola's first BEV & FCEV Class 8 vehicle into the North American market
- Directed custom design, development and integration of steering, chassis, and cooling systems for EV platforms
- Oversaw DVP&R execution, virtual validation, and lab testing for program milestones
- Mentored team members into Sr. Engineering and Technical Specialist roles, reinforcing technical leadership pipeline

Bendix Commercial Vehicle Systems – Principal Engineer, Steering Systems
Cleveland/Akron, OH | Jan 2018 – Oct 2020
R&D and application lead for electro-mechanical steering supporting ADAS integration and functional safety.

- Doubled sales volume of Torque Overlay Steering systems in first year
- Authored ISO26262-compliant safety case for next-gen steering systems
- Managed design innovation projects, and customer delivery for new steering applications

ZF Group – Global Product Manager, Body Control Systems
Livonia, MI | Sep 2015 – Dec 2017
Drove global product growth and technology strategy for mechatronic modules across OEM platforms.

- Secured premium global passenger car OEMs; led $180M+ in new business
- Reduced quote turnaround time 25% through cost model standardization

- Expanded global support team across Asia and Europe to improve customer responsiveness

PACCAR (Kenworth) – Sr. Project Engineer / Project Engineer
Kirkland, WA | Nov 2011 – Sep 2015
Designed and optimized structural components and exterior systems for commercial Class 8 trucks.

- Improved profitability by 2% through consolidation of structural components
- Reduced part count and weight via new composite designs and mounting solutions
- Spearheaded hydraulic steering pump re-sourcing to elevate steering performance

Chrysler – Engineering Manager / R&D Supervisor / Engineer
Auburn Hills, MI | 1998 – 2011
Held multiple roles of increasing responsibility focused on advanced steering systems, vehicle integration, and aero/acoustic test operations.

- Managed 40-person engineering team and led scalable EPS design and deployment across multiple platforms
- Designed functional test stand for evaluating steering system NVH and performance
- Contributed to design and launch of 2004 steering system achieving 94% part commonality across models
- Led international workshop on steering part standardization, yielding 5% cost reductions

Ford Motor Company – Incoming Quality Engineer
St. Thomas, ON | 1997 – 1998
Managed body-in-white and chassis quality performance and supplier accountability for high-volume production.

EDUCATION
M.S., Mechanical Engineering
Kettering University

B.S., Mechanical Engineering (Automotive Specialty)
Kettering University
Phi Eta Sigma | SAE Formula | CFD & FEM Projects

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CERTIFICATIONS & TRAINING

- Engineer-in-Training (EIT) – NCEES
- Functional Safety (ISO26262)
- Design for Six Sigma
- Emotional Intelligence
- High-Performance Team Development
- Marquis Who's Who - 2025

PATENTS

- Safety Steering Column – US 20080191455
- Tilt Steering Wheel System – US 6,640,661
- Grinder System With Replaceable Clay Disc – US 20150283677