flux works

working with us

a field guide to building here

for the people we're interviewing, and the curious

empowering progress, transforming motion.

the quest is bigger than us

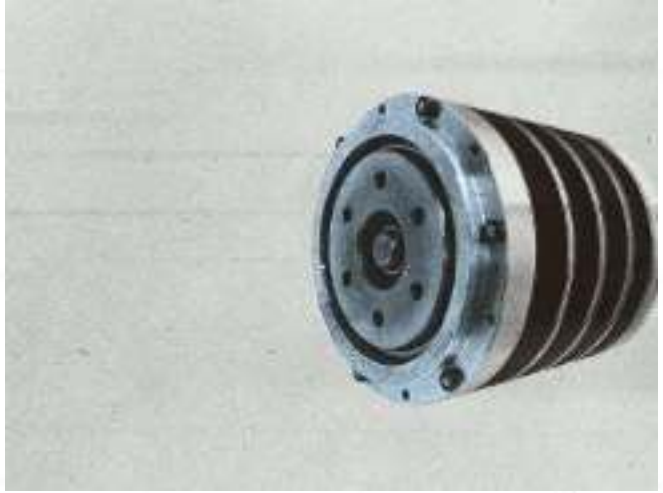
"democratize robotics & automation to empower every builder."

That is the shift we serve, and nobody pulls it off alone. It takes machinists, integrators, suppliers, teachers, and roboticists all rowing the same direction. FluxWorks exists to spearhead our part of it: magnetic gears that make precision motion something every builder can reach.

what we build

We are building the future of the robotic supply chain. Celestial Gear™ enables manufacturers to reimagine mechatronics from the ground up.

A fundamentally different approach to gearing that makes motors more valuable and unlocks transparent torque sensing. Precision gear-motors run the world; we intend for a lot more of them to be built here, by people like you.



gears are so back.

9,000 sq ft

of Texas manufacturing floor

AS9100D + ISO 9001

certified quality system

OSC-backed

Office of Strategic Capital

how we work: three ranked core values

Not wallpaper. We hire by them, decide by them, and part ways by them, in rank order. When values collide, the number wins.

1

take work seriously, not yourselves

Ecclesiastes 2:24–25

2

quantify decisions, measure impact

Romans 12:2

3

facilitate mission by asking questions

Mark 10:46–52

come as a whole person

We embody an ethos of principled pluralism, where the expression of ultimate beliefs of any (or no) faith is welcomed as essential to valuing the whole person.

- **rooted in faith, built for everyone.** Our culture is rooted in faith, and your whole self is welcome here — of any faith or none.
- **high excellence, high grace.** Founder to intern, anyone can fall short on any value at any moment. We hold the bar high and help each other back up.
- **leader-leader, not leader-follower.** High ownership at every level. Nobody here waits for permission to be excellent.

the crew

all motion. no mercy.



a week on the floor

shoulder to shoulder. Most of life here happens at the shop: shared benches, real hardware, lunches that run long. It's just more fun together.

intensity with sustainable rhythms. Real deadlines, real rest. We take laughing and eating together as seriously as toiling to hit a deadline together.

we feast rhythmically. Wins get named and celebrated loudly: first articles, first customers, first anything.

such tall
dammit kyle





such proprietary
very wow

benefits, unreasonably good

unlimited PTO

Actually unlimited. Leaders take it, loudly.

health coverage

Medical, dental & vision; enterprise-grade plans through Insperity.

options for every employee

Everyone owns a piece of this. Owners act like owners.

endless dinner-party material

Absorb esoteric gear facts from actual rocket scientists. Your small talk will never recover.

the fridge never runs dry

Unlimited energy drinks. Use responsibly-ish.

24/7 human support

No-cost counseling, legal + financial coaching (EAP).

caregiver support

A care coach for kids, parents — anyone you call family.

training & development

Self-paced courses, cert tracking, live instructor-led classes.

the safety net

100% employer-paid life & AD&D, disability options, FSA/HSA.

administered with Insperity — enterprise-grade coverage, workshop-sized team.

fluxworks

come build.

attraction moves us to do powerful things.



tell us what you'd build

GARY GEAR

ask about gary gear in your interview. we dare you.