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## Head of Technology R&D

**Location:** Copenhagen, Denmark.

Full-time on-site position (no remote work)

**Travel:** Expected <20% of work time

**Reports to:** CTO

**Starting date:** ASAP

Would you like to help us revolutionise the development and manufacturing of electronic, photonics, and optics industries? Welcome to ATLANT 3D – we invite you for an amazing journey where you will be a part of a team working towards disrupting 60 years of micro and nanofabrication technologies and systems. We offer you a once-in-a-lifetime experience. What we develop is unique, and we are incredibly excited to make a difference.

We are seeking a Head of Technology R&D to lead a small team of core technology experts for microfluidic nozzle development and fabrication, atomic layer deposition chemistry process, technology development, and mechanical systems R&D. The successful candidate ideally has expert knowledge in at least one of these areas and has sufficient knowledge and expertise to understand all involved system technologies and work with and direct the work of experts.

You will join a highly skilled and dedicated team of engineers and scientists and become a key participant in developing innovative solutions within nanotechnology. Cross-functional collaboration is the key to our success. We believe in combining theory and simulation with hands-on prototyping and testing.

### What is the job about

We are seeking a Head of Technology R&D to lead a small team of core technology experts for microfluidic nozzle development and fabrication, atomic layer deposition chemistry process, technology development, and mechanical systems R&D. The successful candidate ideally has expert knowledge in at least one of these areas and has sufficient knowledge and expertise to understand all involved system technologies and work with and direct the work of experts.

The position reports to the executive management team of the company, and specifically to the Chief Technology Officer. In this role, you will lead and be responsible for developing, tracking and maintaining the R&D project plans for the company and executing projects on time and on budget. The Head of Technology R&D will actively participate in the R&D in his area of expertise and help team members achieve project goals. The position will also have a strong tie-in to Engineering and the Product Development teams to ensure that R&D results can be transitioned to Engineering and are sufficiently complete and documented. The Head of Technology R&D will work with patent attorneys to expand the company's IP portfolio and obtain meaningful patent coverage for all inventions conceived in the company. Furthermore, you are expected to lead the IP protection effort together with the CTO in the form of periodic company training, development and monitoring of processes and ensuring best practices are followed by all departments.



The position will also be in charge of managing collaborative R&D projects with external R&D partners. The Head of Technology R&D is expected to be a driver of innovation drawing on input from the CTO and his team members to expand the technology leadership of ATLANT 3D.

### **What will be your responsibilities?**

- Development and plans for research and development of new technologies and product ideas including budgets, timelines, resource management, and risk analysis.
- Ensure that R&D projects are planned properly, objectives and criteria for success are clear, and projects are executed with a sense of urgency to produce results.
- Work with Engineering to integrate R&D projects into product development plans with clear goals and objectives and successfully transfer R&D project results to Engineering with an adequate level of documentation.
- Support Applications and Engineering teams in the factory and in the field as required to meet company objectives.
- Work with the Product Management department and executive management team to align R&D projects with validated customer requirements, or internal requirements, for the product roadmap.
- Own the front end of the company technology development process (Concept and Investigation Phase) working with stakeholders from other departments.
- Actively recruit technical experts to augment the team based on technical needs.
- Mentoring and performance management of direct reports.
- Lead the R&D department to work with the Engineering team to ensure each R&D project considers necessary safety compliance.
- Participate with both Operations and Product Development departments in the evaluation, selection, and management of critical component suppliers and de-risking of single source supply chain issues.
- Work with the Finance and Operations department for budgeting and expense tracking of R&D projects.
- Establish a culture of constant innovation by leveraging the creativity of drive of team members and the CTO.
- Develop and maintain a system for tracking confidential information, disclosures, confidentiality agreements, trade secrets, and other components relevant to intellectual property.
- Develop and administer training for intellectual property development and protection for the company.
- Assist the executive team in setting company vision, and strategy and developing high-level plans, objectives, and budgets.



## Talent & professional capabilities

- M.Sc. or Ph.D. in Physics, Chemistry, Engineering, or other relevant fields with at least 7 years of industrial work experience with the aptitude to manage the activities of a small peer-level team of technology experts.
- Expert scientific knowledge in at least one of the core technologies employed in ATLANT 3D's technologies and products.
- High level of general knowledge of relevant technologies and ability to communicate clearly with technology experts in their fields of expertise.
- Familiarity with aspects of intellectual property protection such as patents, non-disclosure agreements, and trade secrets.
- Results driven to create a sense of urgency for R&D projects to arrive at conclusions.
- Familiarity with Engineering processes and terminology.
- Project management experience.
- Full proficiency in English both verbal and written.

## People skills & competencies

- You are easily self-motivated and proactive in collecting inputs and addressing issues timely.
- You are results-driven, eager to create a sense of urgency for R&D projects and make optimal use of available resources to produce R&D results.
- You can work independently as well as a part of the team, manage multiple projects simultaneously and drive innovation.
- A well-developed judgment and strong decision-making skills allow you to work with other team members independently to produce results.
- A result-driven mindset and the ability to make optimal use of available resources to produce R&D results.
- An open-minded mindset and creative as well as critical thinker.
- Excellent communication skills, and you feel comfortable engaging with stakeholders across all functions and cultures – both internally and externally.
- You are self-driven and have chosen never to become complacent in life but aim to develop yourself and the people around you every day. You are also a natural challenger, not afraid to raise your opinion and challenge the status quo.
- You know success combines hard work, solid priorities and high quality.
- You know that working as a team and supporting a solid feedback culture will get us all where we want to go – faster!



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### We offer you the following:

- The opportunity to become part of a company poised to revolutionize the development and manufacturing of the electronic, photonics, and optics industry.
- An opportunity to have influence and make a significant contribution to a young and fast-growing company.
- International team collaboration and a great place to work where we like to be together.
- Opportunities and support to advance your personal and career.
- Working with state-of-the-art, most advanced technologies and highly innovative customer projects.
- Interactions with international partners, suppliers, customers, and associated travel.

**ATLANT 3D Nanosystems** is a unique workplace driven by exceptional, innovative people. Each team member is unique in our company and contributes to building an international, intelligent, diverse and positive work culture nurtured by a sharp vision and authentic engagement. By joining us, you will have the opportunity to enhance your skills and develop and drive impact. As an agile organisation, we aim to empower our employees with flexibility, transparent management, and inspiring learning. And then we love and support you when you develop into a new role on your career path.

We love passionate and motivated people (like you!) to help us bring innovative solutions, drive impact and be a part of a unique, exciting growth journey.

Ready to start an exciting journey at ATLANT 3D Nanosystems? Be curious and read about us [here](#). If you want to know more about the position, please get in touch with the Head of People & Culture, Susie Sandberg, by [email](#) or mobile at +45 4290 9097.

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ATLANT 3D Nanosystems is a Danish deep-tech company founded in 2018 with a mission to revolutionise electronics manufacturing atom by atom. The company is developing a fundamentally different and innovative platform for direct atomic layer processing/patterning (DALP) technology that enables atomically precise manufacturing of advanced materials and structures for the electronics, optics, and photonics industries.

At ATLANT 3D, we are a highly dynamic, international, and multidisciplinary team of experienced professionals. The ATLANT 3D team culture is a significant asset that drives radical innovation and rapid movement and creates differentiating benefits like a bold vision, concrete technology and commercial value. ATLANT 3D closed a substantial Series A investment round in August 2022, Denmark's largest Series A round outside the life sciences and software field. The funding will accelerate ATLANT 3D growth, including expanding the engineering and commercial teams, further developing the technology platform, and expanding ATLANT 3D business to the international markets.

