



We're hiring!

Job openings at RadiSurf in both North America and Denmark

Bright minds needed for widescale development of award-winning breakthrough nanotech into the sustainable surface solutions of tomorrow

Company Overview

RadiSurf is on a mission to create and provide the most sustainable industrial adhesion and coating technologies of tomorrow. We are an exciting, early-stage technology company and rapidly growing global innovator of cutting-edge nanocoating processes. Our unique solutions allow for superior control of chemical surface properties related to hydrophobicity, fouling and friction, and our molecular adhesion technology creates unmatched adhesion between, e.g., polymers and all types of hard surfaces (metal, glass, ceramics, semiconductor, carbon fibers and certain plastics).

We are now seeking several passionate, creative, and highly qualified technology, end-use application, and business development professionals with experience from the life science, energy storage, semiconductor or electronics industries who can grow with us and help us achieve a more sustainable society. Each position at RadiSurf has significant growth potential with the corresponding growth of our technical programs and the Company's expansion.

We provide competitive salaries and benefits, as well as one of the most innovative technical environments you'll find anywhere.

If this appeals to you, please read on!

Open Positions

Technology and Application Development Engineers/Managers (several roles)

It is the goal of RadiSurf to use our chemistry and coatings as the basis for developing technology and products to grow into the life science, energy storage, or semiconductor/electronics industries

Job responsibilities will include but not be limited to the following key areas:

- Work closely with both internal, including corporate headquarter personnel, and external partners to develop and execute technology and application development programs within their field of expertise with broad impact on the business
- Execute technology and application development programs including

- Design, collect data, analyze, and compile reports on significantly complex technology and application development and demonstrations – from coating chemistry to final product in collaboration with our skilled chemists
- Drive innovative techniques and define methods and new technologies and apply them to characterize and solve complex systems for a range of programs and industries
- Interact with key customers to resolve complex process and integration issues for a range of industries and applications
- Manage and execute programs/projects:
 - Develop strategy for program/project execution
 - Prepare project plans and coordinate the attainment of project deliverables from planning to implementation
 - Drive project deliverables and task details using reports, tracking charts, and checklists
 - Align the activities of internal resources to achieve on-time and within-budget performance objectives for the projects
- Contribute to the technical development in the pursuit of the team program and company goals
 - Train engineers, define and implement new methodologies, define and apply new technologies, and/or troubleshoot and resolve significantly complex technology issues/problems for a range of products
 - Research causes to project obstacles and assist in implementing solutions for resolution

Successful candidates will be highly collaborative, excellent communicators, and possess an entrepreneurial spirit and drive consistent with a high performing start-up. They will also have the following **educational background, work experience & personal qualities**:

- Master's Degree minimum (Prefer Ph.D.) in science and engineering disciplines
- Years of Experience: 10+ years with Masters; 7+ years with Ph.D.
- Industry Exposure/Experience: Multiple industry exposures would be beneficial
- Experience from start-up or growth company environments is beneficial.
- Regarded as the technical expert in their field
- Demonstrates conceptual and practical expertise in own discipline and basic knowledge of related/stated disciplines and industries
- Solves complex problems; takes a new perspective on existing solutions; exercises judgment based on the analysis of multiple sources of information
- Communicates complex ideas, anticipates potential objections and persuades others, often at senior levels, to adopt a different point of view
- Ability to interact effectively with multiple departments on cross-functional initiatives and priorities
- Excellent attention to detail, without losing the big picture
- Proactive approach, with high sense of urgency
- Progressive thinker, open-minded
- Location: Multiple locations (initial 6-12 months at our HQ in Aarhus, Denmark – later relocation to our North America location is possible).
- Travel: Yes, up to 20 to 30% of the Time
- Relocation Eligible: Yes

Technical Business Development Manager (Multiple positions)

The description below pertains to company's goal to develop and commercialize applications in the life science, energy storage, or semiconductor/electronics industries

Job responsibilities will include but not be limited to the following key areas:

- Primary interface between external partners (customers/collaborators) and the business units for multiple segments and regions
 - Follows through on segment-specific strategies for assigned accounts and/or regions
 - Understands customer roadmaps and key pain-points to help position company's technologies and products within assigned segments/accounts/regions, in line with customer specifications and product technical capabilities. Contributes competitive intelligence
 - Gathers data, conducts value pricing analysis and recommends pricing structure of products. Partners with Sales for order closure.
 - Qualifies, schedules, and coordinates demos, visits, and inspections. Prepares and presents higher-level technical presentations to customers
 - Collaborate with corporate headquarter personnel
- Responsible for or contribute to achieving financial targets, commit and forecast

Successful candidates will be highly collaborative, excellent communicators, and possess an entrepreneurial spirit and drive consistent with a high performing start-up. They will also have the following **educational background, work experience & personal qualities**:

- Education: Bachelor's; MBA and higher degree in science and engineering disciplines helpful
- Years of Experience: 7+ years in relevant positions within any of the mentioned industries (e.g., life science, energy storage, semiconductor/electronics industries)
- Industry Exposure/Experience: Multiple industry exposures would be beneficial
- Experiences in contract negotiation and sales closure would be beneficial
- Experience from start-up or growth company environments preferred
- Demonstrates depth and breadth of expertise in own specialized discipline or field
- Interprets internal/external business challenges and recommends best practices to improve products, processes or services
- Contributes to setting and driving customer/segment-specific technical/business milestones
- Leads others to solve complex problems; uses sophisticated analytical thought to exercise judgment and identify innovative solutions
- Impacts the achievement of customer, operational, project or service objectives
- Communicates difficult concepts and negotiates with others to adopt a different point of view
- May lead functional teams or projects with a level of resource requirements, risk, and/or complexity
- Ability to interact effectively with multiple departments on cross-functional initiatives and priorities

- Excellent attention to detail, without losing the big picture
- Proactive approach, with high sense of urgency
- Progressive thinker, open-minded
- Location: Fremont, CA, USA
- Travel: Yes, 20 - 40% of the Time
- Relocation Eligible: Yes

Compensation

RadiSurf offers a stimulating and fun working environment, international exposure, competitive salaries, performance bonuses and other benefits.

Additional Information

- If applying directly to US-based positions, applicants must be currently authorized to work in the United States on a full-time basis.
- RadiSurf is an equal opportunity employer and values diversity. All employment is decided on the basis of qualifications, merit and business need.

Come join our team, apply today by sending your motivated application and CV to careers@radisurf.com