



## Function description

### Function name

**R&D Engineer**

### Goals of the function

Advancing Solmates' PLD technology by conducting feasibility studies of potential improvements that includes Designing and conducting experiments, model development managing external collaborations.

### Description of work

Solmates is a fast-growing high-end OEM equipment supplier for the MEMS, LED & Semiconductor market. The R&D Engineer is part of the highly motivated project team that is responsible for development of the next generation PLD deposition equipment. The R&D engineer will report directly to the director strategic developments.

### Main tasks of the R&D Engineer:

- Gain full understanding of root causes of performance bottlenecks and define solutions
  - Design new advanced measurement set-ups (mechanics, electronics, datalogging)
  - Design and perform experiments
  - Comprehensive analyses of the obtained data
  - Give guidance/specifications to engineering team for hardware improvements
- Connect & visit institutes and universities for advancing knowledge
- Take your part in a highly flexible and motivated project team to reach goals in time

### Required and desired competences and experience:

- Hands-on mentality, thinking in practical solutions, clear communications
- Experience with physics and designing experiments (Design for Six Sigma background)
- Knowledge of thin film processing and characterization
- And/or knowledge of the following is desired:
  - Ablation/PLD physics, Metrology, Computational flow dynamics, Nucleation physics, Piezo/ceramics material properties, Lasers and basic optical set-ups
- Experience with data-analyses tools, minimum is Excel, other programs are preferred: minitab, matlab, python, etc.

### Other interests

As Solmates is a young dynamic company in scale-up phase. Multi-tasking, sound reporting, and clear planning is vital for all roles. Pro-activeness, being a "self-starter" and being highly motivated to grow Solmates are key required competencies.

### Required educational level

Master or PhD degree in the field of Applied Physics, Mechanical engineering or Electrical Engineering.

### Required experience

Experience with thin film technology  
Years of working experience 3+

Interested? Feel free to [contact](#) for more info.