

Chief Technology & Operations Officer (CTOO)

Passionate leader in high-tech machine building

Help build the market leader in power module packaging

Powertrim Technologies (formerly TFA Europe) is founded in 2020 by 4 semiconductor tooling veterans in the heartland of the Dutch semiconductor back-end technology, the eastern part of the Netherlands. Powertrim was set-up to fill the equipment gap in the growing market for power module packaging. As the global energy transition is in full swing, electrification of the automotive drivetrains, new industrial power applications and the massive growth of renewable energy solutions accelerate the need for power modules. Based on over 40 years of experience in semiconductor trim and form toolmaking and a vast experience in machine building, the founders of Powertrim have a head-start in this new market. Powertrim has the ambition to become the global #1 OEM in high performance handling, assembly and testing technology for automated power electronics manufacturing.

Own the technology roadmap and organise efficient operations

As an experienced systems architect you translate market developments and customer requirements in specifications of new module packaging and handling equipment and guide your partially external team to design, engineer, build and service state-of-the-art hardware and software. You own both the technology and product roadmap that allow the commercial team to win a growing number of customers executing our strategy to become global leader in our market. This role combines both technology ownership (including IP strategy) as well as full responsibility of operations. As an experienced project manager, you organise both internal processes and the external supply chain to deliver on time, on quality and on cost resulting in the highest customer satisfaction of our industry. Together with Powertrim's CCO, CFO and CEO you are the Management Board, jointly responsible for running the daily business and executing the 5-year business plan. Based on your vast experience, you are a natural mentor and inspiration to your team members, your colleagues, suppliers and customers. Since Powertrim is still a young and fast-growing technology company, you are pragmatic and do not shy away from rolling up your sleeves to combine leading with executing.

Your tasks & responsibilities are broad

- Own Powertrim's technology as well as the technology and product roadmaps
- Structure and maintain our technology and its customer applications and translate these into a strong and defendable IP portfolio
- Develop, define and evangelize the leading vision on power module packaging and handling
- Organise and manage all technology development and product realisation projects on time, on quality and on cost
- Manage technology development and operations budgets and timeframe while predictably delivering on scheduled milestones
- Overseeing the daily business operations and improving operating procedures for optimal efficiency
- Identify and manage knowledge creation, competence and skill development and clear succession planning for the technology and operations teams

- Build and maintain a network of world leading institutes, universities, and consortia to build sustainable access to the forefront of innovation and drive agenda setting in worldwide power module packaging
- Build, manage and inspire a small world class team delivering on our module packaging leadership promise

Direct reporting line

The CTOO is part of the Powertrim Technology Management Board and reports to the CEO

Relevant requirements regarding knowledge and experience:**Education**

- Master's degree in Mechanical Engineering, Electrical Engineering or comparable

Experience/skills

- Strong leader with at least 10 years of experience successfully, building, motivating and leading development, engineering and/or operations teams of at least 10 FTE in an industrial, certified (ISO 9001 or similar), preferably high tech or/and machinebuilding or/and automotive environment
- You have demonstrated to be visionary (think big picture) and able to define an ambitious and inspiring 'dot on the horizon' (5-10 years ahead) translated into a technology roadmap linking market developments, product portfolio, customer roadmaps and competitive landscape
- Sharp logic and quick learner of new skills and knowledge and apply them to your work
- Excellent project management skills to efficiently run projects and have metrics to prove it, including ability to manage (project) budgets effectively
- Experience in high-tech product development and industrialization (including software and data) as well as an external supply chain is a pre
- Great communicator in English, both verbally and in writing
- Natural tendency to multitask, prioritize, and manage time efficiently
- Hands-on and confident in producing and presenting work
- Digital proficiency

Availability

This is a full-time job (40 hours/week) at our company location in the Arnhem region.

Our offer

We offer a unique opportunity to help build and shape a market leader in power module packaging with a very experienced Board. The salary indication is EUR 100-120k at the start.

Personality characteristics

Powertrim is a young and maturing professional organization. We have a strong pragmatic team mentality in which we work and experiment together to achieve common goals. We are looking for a wide diversity of people coming from different backgrounds to join our organization. We have formulated the following personal traits contributing to our professional mentality:

- Passionate team player taking ownership
- Open, straight, result driven and can-do mentality
- Pioneering, creative, flexible, and entrepreneurial
- Perseverant, professional, and well structured
- Friendly & 'fun to work with'

Powertrim is part of Include Industries

The combination of our decades of toolmaking and semiconductor back-end experience with the successful building and scaling of high-tech equipment companies of Include Industries allows Powertrim to have a bold ambition to win this fast-growing market of power module packaging. Include Industries is building a new industrial holding company consisting of promising SME companies servicing a global market of sustainable technical products, systems, and machinery. Recruitment is one of the processes where Include Industries supports Powertrim to attract talented professionals. All Include Industries' vacancies can be found on www.werkenaangroei.nl.

More information

More information can be found on the www.powertrim.nl and www.includeindustries.com websites.

Powertrim Technologies

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