

## **R&D Hardware Manager (M/F)**

### **THE COMPANY**

Specialized in electronic sensory analysis systems, the company is positioned today as a world leader in the design and development of instruments and tools dedicated to the measurement of odor, taste, and visual appearance - color and form.

First company to market electronic noses, the company has always invested heavily in R&D to develop innovative products to meet previously unmet needs.

Thanks to its subsidiaries and its large network of distributors, the company is present on all continents. The company is listed on the Paris Stock Exchange on the Euronext Paris market.

### **THE POSITION**

Reporting directly to the company Chief Operating Officer, the R&D Hardware Manager is a key member of the leadership team. He/She will play a significant role defining the company's product strategy and development that ensures the company's lead in the global marketplace.

He/She will design and finalize new products or new technologies. He/She will update and improve already existing products for commercial development and innovation in an industrial environment. He/She will define the means, methods, and techniques for promoting and implementing research results, supervising and coordinating internal and outsourced project teams.

Key priorities for the position include:

Leading product development based on available best in class technologies, defining the feasibility and developing technical products taking into account development constraints.

Defining methods, means of studies and design and their implementation to perform tests and trials, analyzing the results and determining the product and process developments, designing technical file, operating procedures, supervising certification, product update and technical assistance.

Leveraging R&D capabilities both within the company and with external research and development partners, suppliers, subcontractors, and service providers.

### **CANDIDATE PROFILE**

The ideal candidate for this position will be a seasoned R&D leader with a successful track record in developing instruments and tools to measure gas and more specifically Volatile Organic Compounds (VOCs) for a market leader and global supplier of metrology instruments. He/She will have minimum 5 years' experience in this field. He/She will be a recognized authority in the VOCs measurement industry.

The ideal candidate will also have demonstrated excellent communication and networking skills to secure commitment from various parts of internal and outsourced organizations.

In addition, the ideal candidate will have demonstrated competencies in the following areas:

**Technical and Functional Excellence:**

He/She will possess a deep technical understanding in analytical chemistry, especially gas chromatography column, in detectors especially mass spectrometry, flame ionization detectors, metal oxide sensors and, in VOCs measurement.

He/She will possess the ability to develop ideas and technologies into commercially viable product solutions as well as a strong track record of instrumentation development, certifications, and management.

He/She will also have a deep understanding of design engineering and a broad-based understanding of software engineering, statistical analysis and project management. The ideal candidate will provide professional engineering methodologies and be able to apply them with internal and outsourced product development teams as required.

**Collaboration and Influence:**

He/She will have clearly demonstrated an ability to influence and work closely with a variety of constituencies, both internal and external, as well as the ability to develop strong organizational relationships based on mutual trust.

He/She will possess the ability to influence and work with others to focus on new strategic directions that result in new product strategies, new manufacturing approach, and new commercialized products.

He/She will also possess the natural ability to collaborate with internal business leaders and technology leaders to create value.

The ideal candidate will have the willingness to support a global technology organization. Adaptive and reactive to changes, He/She will be able to anticipate them, be pragmatic and concrete to ensure a team cohesion, evaluate the corresponding risks and argue decision choice.

He/She will be fluent in English.

**LOCATION**

The position will be located in Toulouse, France.

**COMPENSATION**

For a qualified individual who meets these specifications, the Company is prepared to offer a competitive compensation package.

**CONTACTS**

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