



Organic Laser Device R&D / Display Lead Engineer

Kyushu Univ. Deep Tech Startup

Job Information

Hiring Company

KOALA Tech Inc.

Job ID

1524762

Industry

Electronics, Semiconductor

Job Type

Permanent Full-time

Location

Fukuoka Prefecture, Fukuoka-shi Nishi-ku

Train Description

Chikuhi Line 1, Kyudai-gakken-toshi Station

Salary

7.5 million yen ~ 11 million yen

Refreshed

April 25th, 2025 00:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Business-level communication in either Japanese or English is OK

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Background of Recruitment

Our technology is expected to become a **key platform** that brings new value to society, especially as **XR devices and wearable healthcare devices** continue to become **smaller and lighter**. We have already been conducting **joint research and development with Mitsui Chemicals, Inc. and Sony Group Corporation**, and in the near future, we plan to expand our **partnerships with global companies**.

As our **technology development and business expansion accelerate**, we are entering a **critical phase** where we will **fully launch business development efforts** targeting **display manufacturers and XR device makers**. To lead these

efforts, we are looking for a **highly skilled engineer**.

Although we are still a **small team with limited resources**, this means your work will have a **direct and meaningful impact**. This is an **exciting opportunity** where you can take ownership of your projects and **see the results firsthand**. If you are passionate about bringing a **revolutionary Japanese technology to the world**, we invite you to **join us and shape the future!**

Job Description

We are finalizing the **fundamental design** of **RGB (Green, Red, Red) devices** and plan to accelerate development by establishing **strategic alliances with display and semiconductor-related manufacturers**.

This position plays a **key leadership role** in planning and executing development strategies, **leading Proof of Concept (PoC) projects for display solutions**, and negotiating and structuring **alliances with partner companies**.

Key Responsibilities

- **Supporting the transition from research to development:**
 - Ensure a smooth transition between **research and development phases** to lay the foundation for commercialization.
- **Active involvement in strategy planning and execution:**
 - As a **member of the management team**, lead the **development roadmap** from strategy formulation to execution.
- **Driving RGB device integration and alliance strategy:**
 - Lead the development of **RGB emission device integration** for display solutions and strengthen collaboration with **industry partners**.
- **Relationship Management:**
 - Build and manage relationships with **alliance partners** to establish a strong **business development framework**.

This position offers a unique opportunity to **merge cutting-edge display technology with semiconductor engineering** to create **new value in the industry**. If you are an engineer who wants to **drive the roadmap toward commercialization** and **accelerate technology development through strategic alliances**, this is the perfect role for you.

Immediate Challenges & Focus Areas

Current Initiatives

Our technology originates from **Professor Chihaya Adachi of Kyushu University**, a world-renowned expert in **organic EL (OLED)** and **TADF (Thermally Activated Delayed Fluorescence)**.

Based on **academic demonstrations published in 2019**, we established the **fundamental blue device technology in 2023**, achieving **both directionality and monochromaticity**. Currently, we are **rapidly advancing the development of green and red devices**.

By applying this technology to **next-generation microdisplays**, we aim to **significantly enhance optical systems**, making a major impact on the **AR/VR industry**. While we have focused primarily on **emission device design**, we now need a **visionary development leader** to transform this technology into a **viable display solution**.

Target Industries

- **OLED Manufacturers:** Companies seeking to **enhance OLED display performance** and meet emerging market demands.
- **Material Suppliers:** Companies providing **organic materials** for OLED manufacturers.
- **Semiconductor Companies:** Firms involved in **circuit design and manufacturing** for **micro-OLED silicon substrates**.

Our Approach

- **Strategic IP Portfolio Development:** Systematically securing patents related to **OSLD (Organic Semiconductor Laser Display) technology**.
- **Joint Research with Alliance Partners:** Supporting **performance evaluation, prototyping, validation, and technology transfer**.
- **Technology Licensing:** Offering **licensing agreements** to facilitate the commercialization of OSLD technology.

Mid- to Long-Term Challenges

The **ultimate challenge** of this position is the **commercialization of organic laser technology**—an ambitious and groundbreaking endeavor.

We are working toward **real-world implementation and optimization** of organic lasers, ensuring that they can be **widely adopted across industries**.

Your **expertise and leadership** will be **critical** in shaping the future of organic lasers, **creating new value**, and **delivering the world's first organic semiconductor laser devices** to the market.

Join us in **this historic challenge** and be part of a team that will **change the industry!**

Why Join Us?

At **KOALA Tech**, you will have the opportunity to engage in **cutting-edge research in lasers and organic electronics**, working alongside an **internationally diverse team** to develop **game-changing technology**.

You will also have access to **world-class research infrastructure**, including the **Kyushu University OPERA Center**, led by **Professor Chihaya Adachi**, a global leader in the OLED field.

We invite you to **join us in pioneering new markets**, **developing next-generation laser devices**, and **driving the commercialization of organic semiconductor laser technology**.

We have already **collaborated with Mitsui Chemicals and Sony Group** and plan to **expand partnerships with global corporations**.

As XR devices and **wearable healthcare technology** continue to evolve, our technology is expected to become a **key platform** enabling **lighter and more compact devices**.

This is an opportunity to **develop groundbreaking products** that have the potential to **revolutionize daily life** and **change the world**.

Team & Diversity

- **Engineering Team:** 4 members (Japanese, French, Iranian, and Indian engineers).
- **Company Diversity:**
 - **28% non-Japanese employees.**
 - **42% female employees** (as of October 2024, including executives).
 - **A highly skilled team with PhD holders and professionals from major corporations.**

Work Location

Fukuoka, Japan
Kyushu University Academic Research Collaboration Center, Room 215
4-1 Kyudaishinmachi, Nishi-ku, Fukuoka City

Employment Type

Full-time Employee

Trial Period

6 months

Salary & Benefits

Estimated Annual Salary

¥7,500,000 – ¥10,500,000 (Stock options included).

Estimated Monthly Salary

- **¥7,500,000 annual salary** → **¥625,000/month** (Base salary: ¥542,000 + Fixed OT: ¥83,000).
- **¥10,500,000 annual salary** → **¥875,000/month** (Base salary: ¥758,000 + Fixed OT: ¥116,200).

Overtime Pay

Includes **20 hours of fixed overtime** per month. Additional overtime is **compensated separately**.

Work-Life Balance

Our **engineering team currently works with almost no overtime** . We value **efficiency and work-life balance** , ensuring that employees can **maximize productivity while maintaining a healthy lifestyle**.

Bonuses

None

Salary Increases

Annual review every **May**, based on performance.

Remote Work

Primarily on-site work.

Hiring Process

1. **Document Screening**
2. **Interviews (2 rounds)**
 - **First interview:** Online
 - **Second interview:** In-person
3. **Final Offer Discussion**
4. **Aptitude Test Required**

For candidates outside Fukuoka:

- We offer **flexible interview options**, including **online and in-person interviews**.
- Candidates are **required to visit the Fukuoka office at least once** for the final interview.
- **Travel expenses for interviews** will be covered.
- **Relocation support** is negotiable.

Required Skills

Required Qualifications

◆ Candidates must have the following experience:

1. **At least 5 years of R&D experience in the display industry** , with a proven track record as a **key member** in launching **new products or new technologies**.
2. **Key involvement in joint research and development projects** with other companies or universities.

Preferred Qualifications

- Proven experience as a **key member in joint research and development projects** with companies or universities.
- Experience **leading teams or projects** and achieving successful outcomes.
- Comfortable communicating in **English** (using translation tools or dictionaries for communication with engineering team members is acceptable).
- Strong **interpersonal skills**, with the ability to **communicate effectively with people from diverse nationalities and generations**.

Company Description