CareerCross by JAC Recruitment

KOALA Tech Inc.

Organic Laser Device R&D / Display Lead Engineer

Kyushu Univ. Deep Tech Startup

募集職種

採用企業名
株式会社KOALA Tech

求人ID
1524762

業種
電気・電子・半導体

雇用形態
正社員

勤務地
福岡県, 福岡市西区

最寄駅
筑肥線 1、　九大学研都市駅

給与
750万円 ~ 1100万円

更新日
2025年03月07日 16:33

応募必要条件

職務経験
6年以上

キャリアレベル
中途経験者レベル

英語レベル
ビジネス会話レベル

日本語レベル
無し

Business-level communication in either Japanese or English is OK

最終学歴
大学卒： 学士号

現在のビザ
日本での就労許可が必要です

募集要項

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.

スキル・資格

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**.

会社説明