



## Organic Laser Device R&amp;D / Semiconductor 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

1524763

## 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04月18日 13:00

## 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

無し

## 日本語レベル

ネイティブ

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

As **XR devices and wearable healthcare devices** continue to become **smaller and lighter**, our technology is expected to be a **key platform** that brings **new value to society**. We have already conducted **joint research and development** with **Mitsui Chemicals, Inc. and Sony Group Corporation**, and in the near future, we aim to **collaborate with global companies**.

As **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**, your work will have a **direct and meaningful impact**. This is an **exciting opportunity** where you can take **ownership of 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 from **research to development phases** and establish the foundation for **commercialization**.
- **Strategic roadmap planning and execution:**
  - Work with the **management team** to **define and execute** the roadmap from **development to commercialization** while leading the team.
- **Backplane circuit development and strategy for PoC projects:**
  - Plan and execute **development strategies** for the **backplane (drive circuit)** needed to advance display solution PoC projects.
- **Alliance partner relationship management:**
  - Build and manage relationships with **alliance partners** to establish a **strong collaboration framework**.

This role provides an exciting opportunity to **merge cutting-edge display technology with semiconductor engineering** to create **new value** in the industry. If you are an engineer looking to **lead technology commercialization** and **accelerate development through strategic alliances**, this is the perfect position 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 address 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 OSLED 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 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.

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**スキル・資格****Required Qualifications**

◆ Candidates must have the following experience:

1. **At least 5 years of R&D experience** in one of the following fields: **display drive circuit design, CMOS circuit design, or semiconductor circuit design**, 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**.

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**会社説明**