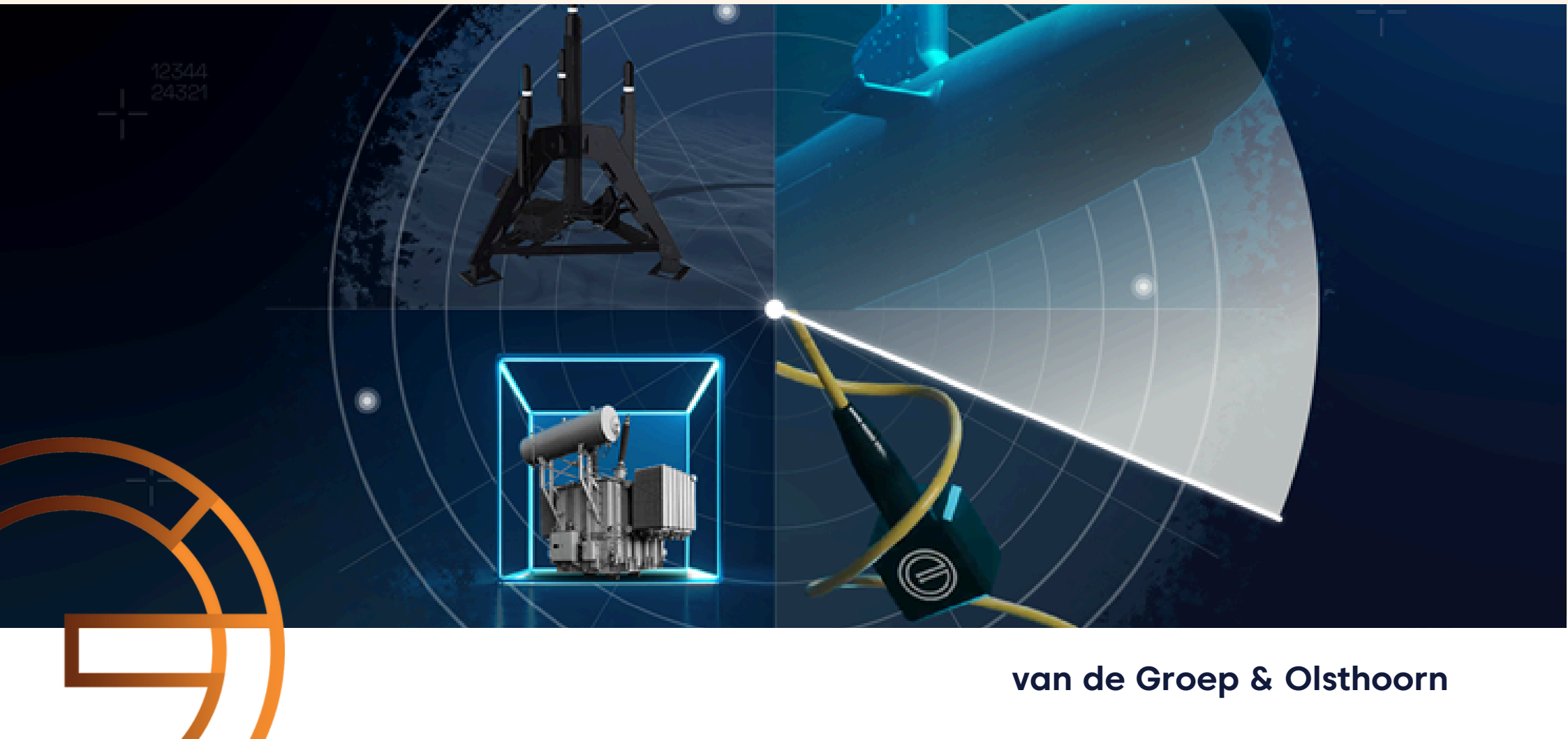


Engineering Director



Scale-up - Energy & Underwater security - Engineering Operations

Amsterdam-Zuidoost



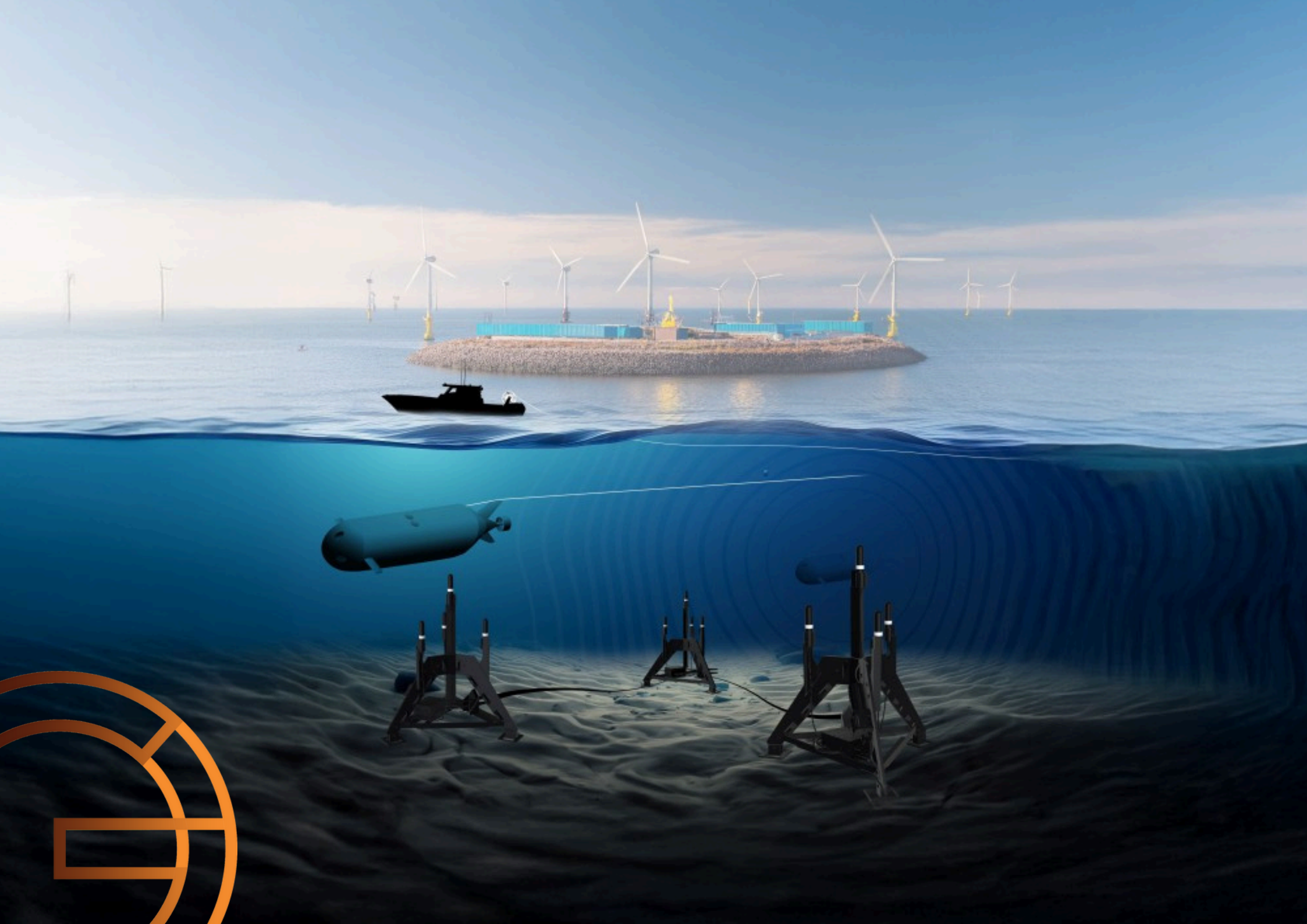
van de Groep & Olsthoorn

Optics11

Our client is Optics11, based in Amsterdam-Zuidoost. Founded in 2011 as a spin-off from the Vrije Universiteit in Amsterdam, Optics11 has grown into a world leader in fiber optic sensing technology, specializing in ultra-sensitive early warning systems. While its technology has numerous potential applications, the company is currently focused on the Energy & Underwater security markets.

Optics11 employs approximately 75 professionals from 21 different nationalities. As the company continues to expand rapidly, it recently secured new investments (May 2025) to support further growth. To accommodate this expansion, Optics11 is strengthening its organizational structure and is now looking for an Engineering Director.





Engineering Director

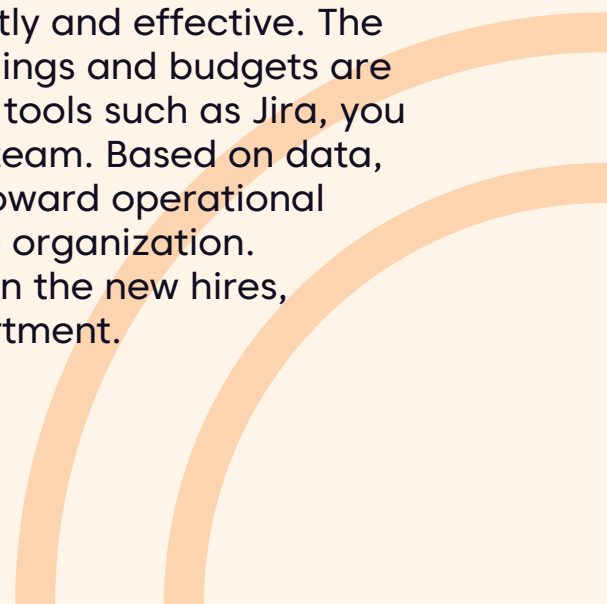
The Engineering Director will oversee research and development activities, ensuring the efficiency and effectiveness of engineering operations within the organization.

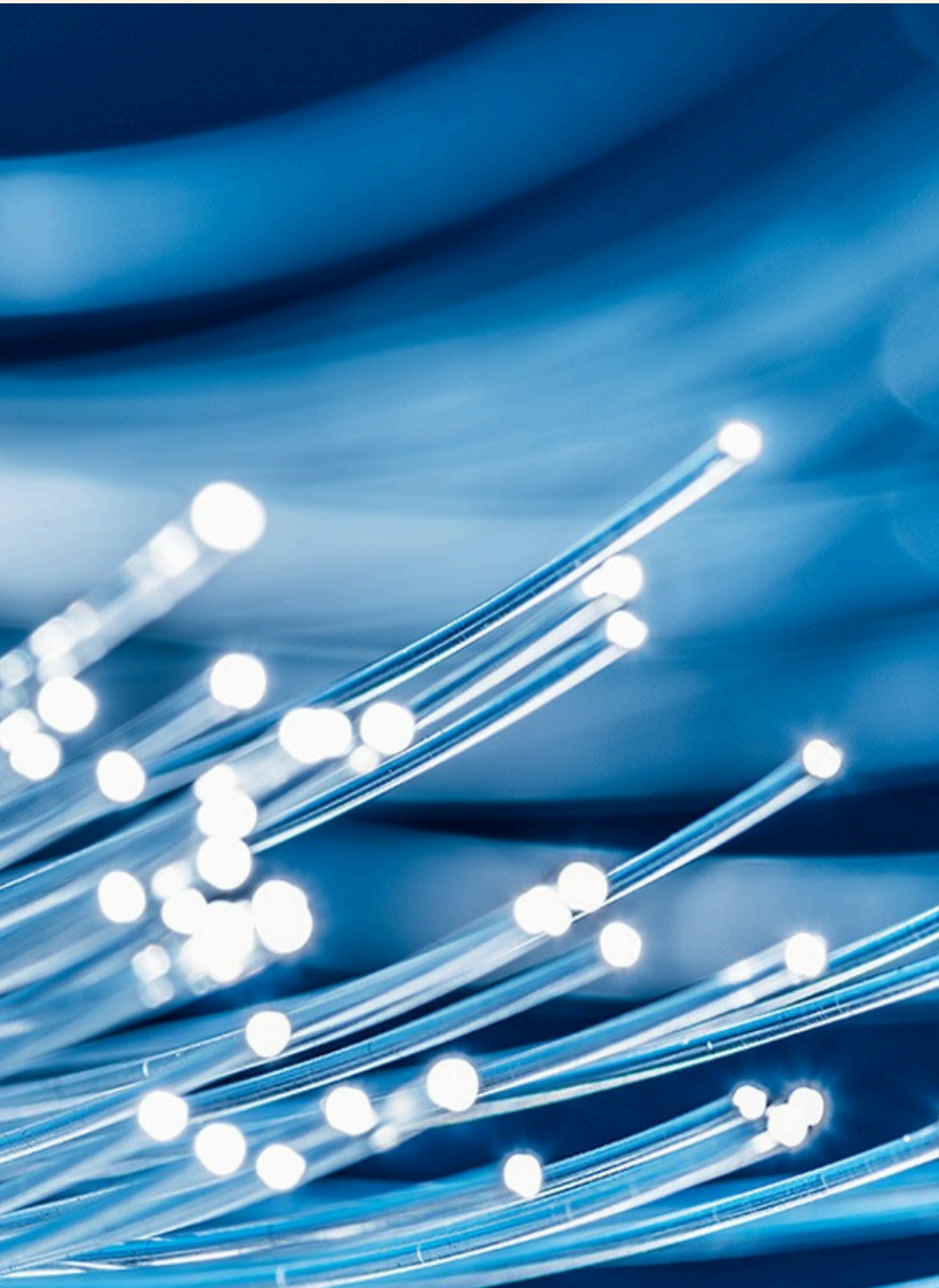
Optics11 has a matrix-structured engineering team of approximately 40 technicians, organized horizontally by Product Owners, vertically by Team Leads and Technical Experts. The group is young, highly skilled, and well-educated (Master's / PhD level).

Optics11's products are based on fiber optic interferometry, achieving femtometer-level accuracies and protected by 30 patents. Sensors can be placed over long distances, transmitting signals back to the data processing system, where hardware and software analyze the required data. This process is complex yet highly robust. All results must be rigorously tested and validated.

You will report to the CTO and work closely with the CTO and the R&D Director, who are responsible for technology choices and development opportunities. Your direct reports include: 4 Product Owners and 5 Team Leads across various technical discipline. Areas of expertise include photonics, mechanical engineering, electrotechnics, embedded systems, and software.

You make sure that this development process is quick, smooth, efficiently and effective. The main KPI's are that plannings and budgets are met. You work with agile tools such as Jira, you motivate and train your team. Based on data, you continuously strive toward operational excellence and a mature organization. Together with HR you plan the new hires, necessary for your department.





Your Profile

MSc or PhD in a relevant technical field (e.g., Mechanical Engineering, Electrotechnics, Physics, or comparable). Minimum 10 years of relevant experience as an R&D / Engineering Manager in a high-tech, high-growth company. Experience in high-end hardware development-software expertise alone is insufficient.

Senior leadership qualities: open, straightforward, and capable of providing structure and stability to your team. Fluent professional English, as English is the company language. Based in or willing to relocate to Amsterdam.

Remarks: in order to be working for Optics11, you must pass a military screening.

If you are interested in this position please
contact the consultant Bauke Wolters for more
information:

E-mail: info@vandegroep.nl

Tel: 0346 870020

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