Job Description - R&D Engineer

The purpose of this role is to strengthen the R&D side of CoolLED’s business to help meet our short, and longer-term strategic goals.

The role will suit someone with a Physics or Engineering background preferably with good academic qualifications at Master or PhD level. Experience or knowledge in the field of optical design, especially regarding illumination, LEDs, fibre optics, microscopy, fluorescence microscopy and imaging techniques would be advantageous.

The role will involve assisting in the development of our LED based illumination technologies to improve our current products and develop new products. The successful applicant will be given training on our current technology and will then be expected to bring a theoretical understanding that can become the basis for testing new concepts for new products and enhancements. The successful candidate is expected to become a source of technical knowledge for the business and our customers. The role will involve helping to develop partnerships with industry, OEMs and academia. Engaging with our partnerships and new market opportunities on early stage conceptual design and testing to develop new technology prototypes.

Although office based in Andover, the role is expected to involve some travel to trade shows, conferences and customer visits where you will represent the business by being on the CoolLED stand, as well as giving presentations and talks on our technology and new products once a sufficient level of experience has been gained.

This position reports to our Technical Director.

Why join CoolLED?

CoolLED designs, manufactures and markets cutting-edge LED illumination systems for microscopy, advancing biomedical research and other high-tech industries. There are many reasons to join the team, and here are just a few...

- **Make a difference**: We are proud of our role as a trusted supplier to leading global brands such as Olympus and Nikon, and also as a pioneer of research into illumination technology in collaboration with leading universities.
- **Team spirit**: Everyone in our team contributes to the success of the company. We are seeking like-minded individuals to join us and enjoy a role which stimulates and is rewarding. Working at CoolLED, you will be a part of a family-style team who often get together for social or charity events.
- **Being greener**: Our technology replaces toxic, energy-hungry mercury-based illumination. This emphasis on sustainability runs through the whole of CoolLED, and you can be part of our constant drive to reduce our environmental impact.

  “It’s fascinating to be at the forefront of technology and see how an idea is transformed into a product that brings real-world benefits to some of the most respected scientists around. You feel part of something, and your colleagues will always go out of their way to help you do your bit.” *Dr Isabel Goodhand*

**About this role**

As an R&D Engineer you will contribute to our R&D team to success by:

- Being a great problem solver within our core technology.
- Helping to improve current technical approaches in existing products.
- Being inventive enough to come up with concepts that can significantly improve our current and future product performance.
- Contributing to new product and technology discussions with your unique viewpoint such that we can collectively develop new ideas to overcome technical barriers.
- Having the capacity to understand complex trade-offs in design decisions.
- Being comfortable working with academic partners, OEMs and important customers and driving project outcomes to benefit the business.
- Being methodical in lab experiments and characterisation such that we can all be confident and plan next steps based on your results.
- Being able to quickly understand new technologies that can potentially be brought onboard at CoolLED.
- Being capable of expressing yourself and work through dialogue, presentations and reports.
- Planning your work successfully such that agreed deadlines can be met.

**How will you make an impact?**

As an R&D Engineer you have the opportunity to join our dedicated Core team and become part of a team that conceives and develops new technologies that are industry changing. Our current product range is largely aimed at the fluorescence microscopy market. We were one of the first companies to introduce LEDs as the excitation source, at the time replacing the Hg and metal halide bulbs. Our products have given scientists and lab managers a much more convenient and controllable tool that allows them to do their work more effectively and get more reliable results.

We need you to help us take our ambitious streak to the next level and build on our success in new and yet undeveloped markets that can benefit from our technology. We aim to be the leaders in demanding high-end scientific, medical and industrial applications where the general belief is that ‘LEDs are not there yet’.
In replacing bulbs, we are delivering not only more reliable, more controllable light sources, into the market but products that have a positive environmental impact.

We think this position will be right for you if...

- Have a good degree in Engineering or Physics preferably at Master or PhD level.
- Have a natural desire and drive to develop elegant technical solutions and products that solve problems for our customers and improve people’s lives.
- Have knowledge in optical design with Zemax or similar software or are keen to learn to use optical design software.
- Can manage multiple projects in parallel.
- Have a disciplined approach to your work and a focus on completing given tasks to strict deadlines.
- Are a team player and willing to support other elements of the wider business with your specialist position and background when needed.
- Enjoy presenting your work in reports and presentations.
- Are very comfortable working with academia, in partnerships that bring value to both parties.
- Are a risk taker, such that you are willing to make intelligent assumptions that can bring forward our development time.

This position is based at our headquarters in Andover. You should consider the role as office based but we are comfortable with working from home when it suits the project. Staff are expected to be willing to travel as their role may require visits to customers and partners worldwide.

What CoolLED offers...

“I am able to adapt my chosen working hours around personal commitments and preferences which is so attractive. Being able to work a full week, interact effectively with my colleagues, and have a degree of freedom is fantastic!”  

- A positive and inclusive working environment
- A 37.5 hour working week
- Flexible working hours to optimise your work/life balance
- 25 days personal vacation + 8 statutory bank holidays
- Eligibility for a Hybrid working pattern
- Competitive salary plus a company profitability bonus
- Life Assurance / Death-In-Service benefits
- Contributory pension scheme
- Health Insurance (optional at cost for employee’s family)
- Parent company (Judges Scientific PLC) Share Incentive Plan

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If you have any questions about this role or would like to apply with your CV/resume and a covering letter, please contact us at jobs@coolled.com

CoolLED’s Mission

To contribute to science by developing illumination systems that enable research and provide the technology to improve people’s lives.

Our Values

Ambitious
in being the best in our industry in all aspects of the business.

Fair
respecting the people and environment with/in which we work.

Committed
to adding value in everything we do for the benefit of our customers, staff, shareholders, partners and suppliers.

Pioneering
in creating ideas to solve problems.

Supportive
in developing and retaining great people allowing them to play to their strengths.