



## DIRECTOR OF ENGINEERING

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For a leading specialty diagnostics company, we are looking for a visionary and experienced VP of Engineering to lead and shape cutting-edge diagnostic technology efforts. This role combines strategic leadership with hands-on engineering oversight, focusing on the development of innovative diagnostic devices and the expansion of the product portfolio. The successful candidate will play a pivotal role in driving the engineering and product development functions, ensuring alignment with both internal teams and external partners, including major pharmaceutical companies.

### **THE POSITION**

#### **Engineering Leadership:**

- Lead and strengthen the engineering function, focusing on hardware development (cartridges, readers) and seamless integration of assays with diagnostic instruments.
- Drive the end-to-end lifecycle of high-tech medical devices, from discovery and R&D to roll-out.
- Oversee and inspire a growing engineering team of approximately 10 members, with further expansion planned.
- Evolve the company from an operational focus to a development-driven organization, particularly in the context of next-generation diagnostic instruments.

#### **Inspirational Leadership & Cultural Stewardship:**

- Serve as a member of the Management Team (MT), playing a critical role in shaping and promoting the culture and values of the company.
- Act as an inspirational leader, fostering a growth mindset and encouraging innovation across the company.
- Provide direction and mentorship to the engineering team, instilling a sense of purpose and alignment with the company's mission.

#### **Product Development Strategy:**

- Define and execute the technical vision and strategy for the product platforms, focusing on novel silicon fluidic technology.
- Establish and deliver a product development roadmap that aligns with customer needs and project requirements.
- Oversee product development from requirements through production and release, ensuring on-time delivery of milestones.

#### **Cross-functional Collaboration:**

- Bridge the R&D, engineering, and manufacturing teams to ensure cohesive product development.





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- Collaborate closely with wet chemistry and biology teams and external partners to ensure product quality and successful integration.
- Manage relationships with stakeholders and partners during the development process.

### **Strategic & Operational Management:**

- Lead strategic planning and forecasting of development activities, ensuring products meet market needs.
- Oversee budget control and the scoping of work packages for partners.
- Provide detailed cost and BOM inputs, with long-term planning for cost reduction.
- Promote a growth mindset across the company, acting as an inspirational leader and coach.

### **Quality & Compliance:**

- Cascade company priorities to the Quality department, setting clear objectives and key results.
- Ensure awareness and achievement of quality objectives across all development activities.

### **REQUIREMENTS**

- Master's degree or PhD in Engineering.
- Proven expertise in the MedTech/Diagnostics industry, with extensive experience in engineering and product development, from concept till manufacturing.
- Understanding the specialist requirements of pharmaceutical lab/production equipment would be desirable.
- Track record of managing full product development cycles in a highly technical environment, particularly with diagnostic devices like fluidic cartridges and PCR instruments.
- Strong presence in boardrooms and ability to engage high-level stakeholders, including investors and partners.
- Experience leading teams in an agile environment, with a hands-on leadership style suited to smaller, growth-oriented teams.
- Proven ability to drive strategic initiatives and contribute to discussions leading to potential acquisitions by large pharmaceutical companies.
- Strong problem-solving skills and solid understanding of statistical/data analysis.
- Excellent communication and motivation skills, with an entrepreneurial approach.
- Ability to work effectively in a dynamic, innovative environment, adapting to new technologies and experiences.

### **THE OPPORTUNITY**

This is a unique chance to be at the forefront of innovation in the diagnostic space. You will have the opportunity to lead the engineering and product development efforts, shaping the future of diagnostic technologies and driving groundbreaking projects. As a key member of the Management Team, you will also influence and promote the culture and values of the company, making a lasting impact on the company's future.

