

# LISA Laser Products GmbH

www.lisalaser.de

# JOB DESCRIPTION

**JOB TITLE:** R&D Manager

**DEPARTMENT:** R&D

**EMPLOYEE NAME:**

**MANAGER:** Chief Technology Officer (CTO)

**FULL TIME EMPLOYEE (Y/N):** Y

**SHIFT:**

**LOCATION:** Katlenburg-Lindau, Germany

## **SUMMARY:**

Reporting to the CTO, the R&D Manager will be responsible for all aspects of the company's R&D initiatives surrounding development and sustaining engineering of medical device products according to FDA, IEC and GMP regulations. This includes the structuring and operation of the engineering function as a cohesive unit; the conceptualization and day-to-day management of simultaneous projects; delivering manufacturable designs to agreed specifications within time and budget constraints, and the fostering of innovative solutions to customer needs.

The candidate must demonstrate the ability to mentor and lead product development engineers in the field of hardware (optical, electrical and mechanical), software (including firmware) and systems. The successful candidate will provide the hands-on leadership needed for effective multi-project management, and the innovative drive to ensure the continued strong growth of the company.

**ESSENTIAL DUTIES AND RESPONSIBILITIES for the candidate (he/she)** include the following. Other duties may be assigned.

1. Ensures that all direct personnel, reporting to the manager, are trained on and follow Quality System procedures related to their jobs which can affect the quality of products or services provided to our customers and that changes to procedures are reviewed, approved and validated prior to implementation.
2. Serve as a key member of the senior management team that sets the company's strategic direction.
3. Develop strategic planning for projects from concept to market, monitoring objectives and setting goals, and ensuring compliance with FDA, IEC and GMP (Good Manufacturing Practices) requirements.
4. Motivate staff and provide technical direction and guidance, as well as hands-on project management, recognizing the role as that of manager and support resource / mentor.
5. Ensure the optimal application of technology and engineering resources to meet product development and/or customer requirements, per the product and/or marketing requirements.
6. Formulate long-term objectives and standards of performance for the department.

7. Understand current industry trends and ensure that the company maintains and expands its technology leadership position. This includes changes in regulations and international standards to support products.
8. Hire and direct staff to ensure resources are appropriate to meet scheduled commitments.
9. Adherence to annual budgeted plans, inclusive of staffing levels, to achieve approved projects and programs.

### **Supervisory responsibilities:**

Directly supervises approximately ten employees. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws and international standards. Responsibilities include interviewing, hiring and training employees; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

**QUALIFICATION REQUIREMENTS:** The requirements listed below are representative of the knowledge, skill, and/or ability required.

### **Education and/or Experience**

- Minimum B. Eng. or BE (Electrical Engineering); M. Eng. or ME (Electrical Engineering) is preferred
- 5+ years of industry engineering experience, with at least 3 years in a management position under an ISO13485 Quality Management System
- Competent in electronic hardware and software design or optical engineering
- Experienced in medical technology and product development
- Proven ability to manage diverse, simultaneous projects of varying complexities
- Record of achieving objectives; successful project completion, within budget and time frame
- Available to travel given offshore business entities of the company
- Good communication skills and ability to work with prospective customers and / or development partners

### **Language Skills**

Ability to read, analyze and interpret common scientific and technical journals, financial reports and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies or members of the business community. Ability to effectively present information to top management, public groups and/or boards of directors.

### **Mathematical Skills**

Ability to work with mathematical concepts such as probability and statistical inference and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios and proportions to practical situations.

## **Reasoning Ability**

Ability to solve practical problems and to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

## **Personal Attributes**

An objectives-driven, hands-on leader, the candidate will be a combination of detail-oriented, time- and cost-conscious engineering manager, and talented, market-aware innovator. He or she will demonstrate team building and project management skills, and the intuition to recognize and direct the varying elements of project and personnel demands that drive a successful technology company forward. A motivator, yet a day-to-day, 'nuts and bolts' engineer, recognizing the role as that of both manager and support resource. Sensitive to the developments and nuances that define the sectors the company serves, our Manager of R&D will be a student of current industry trends, ensuring that the company maintains its technology leadership position.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee is regularly required to work at a keyboard and computer. Specific vision abilities required by this job include close vision and the ability to adjust focus.

**Travel Required:** Moderate

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually quiet.

# **LISA Laser Products GmbH**

## **Company Information**

**LISA Laser Products GmbH** was founded in 1989 and is in Katlenburg-Lindau, 27 km from Göttingen, university town and science center, in Germany. The company is the trendsetter in surgical laser systems.

The core competence of LISA Laser is in the development, manufacturing, sales and marketing of lasers at 2  $\mu\text{m}$  wavelength like Holmium and Thulium lasers used in Urology market including complementary products which include laser fibers, endoscopes and accessories.

LISA Laser owns the longest experience in Holmium lasers in the industry dating back to the scientific work of its founder who did grow and lase the Holmium YAG crystal first worldwide. Also, LISA Laser developed and introduced the Thulium YAG laser for soft tissue surgery.

The stimulus for continuous product research and development at LISA Laser Products is the optimization of minimally invasive and endoscopic surgical laser procedures - to the benefit of patients and customers.

Product and application development is conducted in close cooperation with leading international researchers, research centers and professional associations.

The company is located in an attractive landscape with a high recreational value without the stress of a densely populated center providing employees with work and life balance.

OmniGuide Holdings, Inc., based out of USA, a leader in patient-safety focused advanced surgical energy tools, acquired Lisa laser products OHG, in August 2018.