
Head of Software Development

Location: Copenhagen, Denmark.

Full-time on-site position (no remote work)

Travel: Expected <20% of work time

Reports to: Head of Technology R&D, CTO

Starting date: ASAP

Would you like to help us revolutionise the development and manufacturing of electronic, photonics, and optics industries? Welcome to ATLANT 3D – we invite you for an amazing journey where you will be a part of a team working towards disrupting 60 years of micro and nanofabrication technologies and systems. We offer you a once-in-a-lifetime experience. What we develop is unique, and we are incredibly excited to make a difference.

We are looking for a Head of Software Development to build and lead a team of developers to deliver software solutions for ATLANT 3D's line of products ranging from real-time controls, unique company technology algorithms for optimizing its system performance, UI, AI/DL, software architecture to customer security and IP protection, interface to manufacturing factory standards as used in the semiconductor manufacturing, and implementation of off-the-shelf solutions.

You will join a highly skilled and dedicated team of engineers and scientists and become a key participant in developing innovative solutions within nanotechnology. Cross-functional collaboration is the key to our success. We believe in combining theory and simulation with hands-on prototyping and testing.

What is the job about

We are looking for a Head of Software Development to build and lead a team of developers to deliver software solutions for ATLANT 3D's line of products ranging from real-time controls, unique company technology algorithms for optimizing its system performance, UI, AI/DL, software architecture to customer security and IP protection, interface to manufacturing factory standards as used in the semiconductor manufacturing, and implementation of off-the-shelf solutions. You need to have relevant prior experience in managing the development of software solutions for a complex multidisciplinary system such as the ones in the semiconductor manufacturing equipment, and architect a modern, scalable software infrastructure that will support the company's rapid growth. You will be responsible for defining positions and requirements for new hires of your team, leading the hiring effort, and building an effective team with complementary knowledge and expertise matching the requirements.

The Head of Software Development reports to the Head of Engineering, who as part of the Product Engineering Department will create and execute comprehensive project plans for the product commercialization tasks and is responsible for delivering projects on time and within budget.



What will be your responsibilities?

As Head of Software, we expect you to be a driver in developing and implementing the architecture of ATLANT 3D's software solutions and development platforms.

Your overall responsibilities:

- Selecting the best software development platforms and methodologies for building a scalable, automated and future-proof solution.
- Leading the software development team in the design, development, coding, testing, and debugging as required to meet the company's fabrication systems as a unified release.
- Participate in R&D project planning and reviews to ensure a smooth transfer to Engineering.
- Keeping up to date with available off-the-shelf solutions and implementing them to further enhance the company's capabilities.
- Keeping up to date with the latest developments and innovations in software solutions relevant to the business.
- Identify and use off-the-shelf software solutions that meet the needs of the products both from the engineering point of view as well as the product features defined by product management.
- Balance resources between in-house and outsourced ones to meet company operational and product targets.
- Developing new hire requirements, leading the hiring effort collaborating with internal and external resources.
- Coaching and performance management of members of the software development team including setting clear goals and objectives and expectations.
- Meeting all industry-relevant standards and requirements for developed software as used for example in the semiconductor manufacturing equipment.
- Provide guidance to the team and ensure they adhere to development standards.
- Ensuring all developed software adheres to quality standards with adequate documentation.
- Coordinating with other departments to ensure system-level requirements are met, and machines perform to customers' expectations.
- Supporting other departments to solve software-related issues in the factory and at customer locations.
- Developing scripts and other automation testing routines for ATLANT 3D's products.
- Coordinate budget and hiring with the Head of Engineering.

Talent & professional capabilities

- Advanced degree in Computer Science, Machine Control Engineering or related field with minimum 8 years of relevant industrial experience.
- Proven experience in leading software development teams in complex multidisciplinary fabrication systems inclusive of real-time machine control for micropositioning, thermal management, material transfer and flows, sensor input and corresponding actions, user interface, etc. for example used in the semiconductor manufacturing equipment industry.
- Knowledge of software industry standards and preferred solutions for the electronics and semiconductor industry.
- Experience in machine learning and artificial intelligence is a strong benefit.



- Hands-on programming, debugging and testing skills in relevant software languages and environments.
- Experience working with SCRUM.
- Results-oriented with the ability to plan and deliver meeting project deadlines.
- Extensive experience in developing, deploying, and integrating software solutions.
- Good leadership, mentoring and coaching abilities.
- Excellent problem-solving, analytical and communication skills.
- Experience working on time-critical projects with internal and external stakeholders.
- Proficiency in Microsoft Office is a must.
- Proficiency in English, both verbal and written is a must.
- Proficiency in documenting processes and keeping up with industry trends.
- Demonstrated project management experience in managing complex projects.

People skills & competencies

- You are easily self-motivated and proactive in collecting inputs and addressing issues timely.
- You are results-driven, eager to create a sense of urgency for projects and make optimal use of available resources to produce results.
- You can work independently as well as a part of the team, manage multiple projects simultaneously and drive innovation.
- A well-developed judgment and strong decision-making skills allow you to work with other team members independently to produce results.
- A result-driven mindset and the ability to make optimal use of available resources to produce results.
- An open-minded mindset and creative as well as critical thinker.
- Excellent communication skills, and you feel comfortable engaging with stakeholders across all functions and cultures – both internally and externally.
- You are self-driven and have chosen never to become complacent in life but aim to develop yourself and the people around you every day. You are also a natural challenger, not afraid to raise your opinion and challenge the status quo.
- You know success combines hard work, solid priorities and high quality.
- You know that working as a team and supporting a solid feedback culture will get us all where we want to go – faster!

We offer you the following

- The opportunity to become part of a company poised to revolutionize the development and manufacturing of the electronic, photonics, and optics industry.
- An opportunity to have influence and make a significant contribution to a young and fast-growing company.
- International team collaboration and a great place to work where we like to be together.
- Opportunities and support to advance your personal and career.
- Working with state-of-the-art, most advanced technologies and highly innovative customer projects.
- Interactions with international partners, suppliers, customers, and associated travel.



ATLANT 3D Nanosystems is a unique workplace driven by exceptional, innovative people. Each team member is unique in our company and contributes to building an international, intelligent, diverse and positive work culture nurtured by a sharp vision and authentic engagement. By joining us, you will have the opportunity to enhance your skills and develop and drive impact. As an agile organisation, we aim to empower our employees with flexibility, transparent management, and inspiring learning. And then we love and support you when you develop into a new role on your career path.

We love passionate and motivated people (like you!) to help us bring innovative solutions, drive impact and be a part of a unique, exciting growth journey.

Ready to start an exciting journey at ATLANT 3D Nanosystems? Be curious and read about us [here](#). If you want to know more about the position, please get in touch with the Head of People & Culture, Susie Sandberg, by [email](#) or mobile at +45 4290 9097.

ATLANT 3D Nanosystems is a Danish deep-tech company founded in 2018 with a mission to revolutionise electronics manufacturing atom by atom. The company is developing a fundamentally different and innovative platform for direct atomic layer processing/patterning (DALP) technology that enables atomically precise manufacturing of advanced materials and structures for the electronics, optics, and photonics industries.

At ATLANT 3D, we are a highly dynamic, international, and multidisciplinary team of experienced professionals. The ATLANT 3D team culture is a significant asset that drives radical innovation and rapid movement and creates differentiating benefits like a bold vision, concrete technology and commercial value. ATLANT 3D closed a substantial Series A investment round in August 2022, Denmark's largest Series A round outside the life sciences and software field. The funding will accelerate ATLANT 3D growth, including expanding the engineering and commercial teams, further developing the technology platform, and expanding ATLANT 3D business to the international markets.

