



Vice President (VP) of Development, Kubos Semiconductors Ltd – Job Specification

Kubos Semiconductors is developing and commercialising its patented technology in cubic gallium nitride (GaN) that has the potential to significantly increase the efficiency of LEDs particularly in the green and amber region of the visible spectrum. Kubos' technology can provide a fundamental advantage wherever RGB LEDs are required, enabling the full potential efficiency of warm white or tuneable RGB lighting, displays and high intensity lights to be realised. The application in micro-LEDs could be transformative in breaking into the mainstream market.

Kubos has a small team of its own but is fabless, with all its development carried out in third party facilities including both academic institutions and commercial manufacturing facilities. Our technology was originally developed at the University of Cambridge and some key development continues there under contract.

Kubos's business plan is not to compete in the cut throat LED market but to license the technology to existing large LED manufacturers. The ability to directly substitute Kubos' cubic-GaN LED stacks for conventional substrates provides a low barrier to entry to product developers wishing to take advantage of the technology.

VP of Development Summary

- Experienced in managing technology developments borne out of research teams and academic institutions.
- Working alongside the founders and the Technical Director (CTO) as a technical peer in the III-V compound semiconductor space, with specific experience in GaN.
- R&D specialist having worked at a commercial organisation (preferably in the LED market) to deliver projects on time and on budget.
- Underpin the business strategy by building a portfolio of IP development and strategic road mapping.
- Develop the workflow and processes to support the commercialisation of the technology and go-to market strategy.
- Materials science background, with knowledge of MOCVD and epitaxial growths.
- Understanding of structural characterisation techniques and processes.
- LED fabrication process knowledge and experience.

Job brief

We are looking for **VP of Development** experienced in working in early stage companies to deliver against the company's business plan, managing all technical developments of the company and working closely with the CTO and CEO as part of the Executive Management team to develop and deliver the technology roadmap.

As this is a senior role within the company, the ideal candidate will be a relationship developer and be able to gain the respect of their technical peers, have an appreciation for business challenges and constraints and will be able to see the "big picture". They also must be able to interface at the operator level as well as at the executive level, as is commensurate with the requirements of an early stage company.

The goal is to drive the company's technical development and oversee its long-term success. This role will report directly to the CEO.

Responsibilities

- Work closely with the CTO and CEO to help deliver the technology on time and on budget.



- Develop and maintain a deep technical knowledge of the LED markets and industry and other potential markets for Kubos' technology.
- Manage all technical operations and activities to ensure they produce the desired results and are consistent with the overall strategy.
- Manage process improvements and innovation to ensure the supply chain as the most up to date and aligned with successful LED manufacturers.
- Deliver the technical package to potential licensees in terms of the readiness and the interfacing.
- Report to the Board on the technical development progress and plans.

Requirements

- Educated to Ph.D. Level in the relevant field.
- Previous track record in working and integrating with founders or developers of the technology to a successful conclusion.
- Proven experience as **VP of Development or CTO** or in other managerial position preferably in a Company that develops Epitaxy and/or an LED manufacturer.
- Previous experience with operating and building recipes for MOCVD systems.
- Experience in developing and delivering technical milestones in hi-tech industries is essential and in licensing hi-tech products would be an advantage.
- Excellent communication and public speaking skills.
- Proven relationship and team building skills.
- Understanding and experience with the manufacture and processing of SiC would be an advantage.