



October 20<sup>th</sup>, 2025

AlphaLum SA is opening a position of:

# Industrialization Manager

## ROLE SUMMARY

AlphaLum is moving from R&D to repeatable, cost-effective production for consumer electronics, specifically optical components, optical system assemblies and optoelectronics. You will turn early ideas into clear, testable requirements, line up the right contract manufacturers (CMs), and set up the basic processes and quality checks needed for a smooth ramp.

Full-time position | Location: Lausanne | Send your application to [careers@aphalum.com](mailto:careers@aphalum.com)

## CORE RESPONSIBILITIES

- **Core:** Plan and implement the path from prototype to production and run the build gates (EVT/DVT/PVT). Set simple, agreed acceptance criteria with suppliers and teams. Keep the BOM and change records up to date; flag risks early and evaluate trade-offs between cost, quality, and schedule.
- **Contract manufacturers (optics, coatings, injection molding, opto-electronic components, module and system assembly, testing):** Find and evaluate partners; capture technical needs early. Coordinate tech transfer to contract manufacturers & foundries (document handover, supply orders, trial lots, readiness checks). Support commercial talks.
- **External connector (factory & partners):** Put in place the essentials: build plan, control plan, FMEA, work instructions, and a short risk list. Lead factory builds and align day-to-day interfaces for quality checks, logistics, and documentation. Source key parts (e.g., optics, VCSELs, modules) from prototype to production; keep alternates and watch obsolescence; work with Procurement on POs and pricing.
- **Internal connector (AlphaLum):** Turn prototypes into testable manufacturing requirements. Link AlphaLum engineers with suppliers in wearables, medical, and industrial markets. Aligning how we work with manufacturing partners across quality, logistics, and documentation.

- **Grow the operations team of AlphaLum:** Build up the function step by step, starting as an individual contributor. Over time, hire and mentor a small team (process, quality, and supply chain engineers) to scale AlphaLum's industrialization capacity.

## ABOUT YOU

- Experience (3–5 years): Sourcing, industrial partnerships, or supply chain roles in hardware/optics/deep tech, with hands-on work with factories and CMs.
- Supplier/CM management: Scouting, audits, onboarding; basic negotiation skills; strong cross-cultural communication; willingness to travel.
- Quality & process: Can produce right sized SOPs, a control plan, and clear reaction plans.
- Test & yield: Understands test coverage basics and how to use line data to stabilize yield.
- NPI & DfX: Helped a product through EVT → DVT → PVT with a CM; comfortable writing clear specs and simple stage gates.
- Leadership: Able to start as a hands-on individual contributor and later build and lead a small team in operations/industrialization (process, quality, supply chain).
- Mindset: Curious about optics/ opto-electronic sensing/XR devices; organized, practical, and ready to grow.
- Travel: Build driven bursts (about 20–40%) to EMEA/APAC; extra trips for scouting and tech transfer as needed.

## HOW TO APPLY

Please send your application by email to [careers@alphalum.com](mailto:careers@alphalum.com).

## ABOUT ALPHALUM

AlphaLum develops advanced optical solutions that redefine technological innovation in the field of AR/VR/MR. Combining deep expertise in optics, electronics, software, and AI, we create next-generation systems that deliver outstanding performance and efficiency, from early prototypes to scalable products in cutting-edge displays and smart sensing. Our integrated approach accelerates development and drives innovation across hardware and software. Backed by a strong track record in industrializing complex optical technologies, AlphaLum empowers customers to build smaller, faster, and smarter devices.

We're a small, highly collaborative team working in a dynamic, multicultural environment where teamwork and shared responsibility are at the core of what we do. We embrace flexibility and modern ways of working, and we're dedicated to creating a culture that supports personal and professional growth — making AlphaLum a great place to learn, contribute, and grow your career.