



Vacancy

Head of Strategy



PHOTONICS ASSEMBLY

As a world leader in the photonics ecosystem, PHIX designs and produces critical packaging of photonic integrated circuits that are increasingly used by major manufacturers of next-gen technology. The Head of Strategy sets the PHIX vision and creates and implements the ambitious roadmap for this fast-growing company.



Requirements

- 6+ years' experience
- In Strategy Consulting at Manager level
- With an affinity for high tech
- Adapts and learns quickly
- Hands-on attitude
- Collaborative and ambitious critical thinker with ambition

 **Enschede**

 **Minimum of 6 years' experience**



About the company

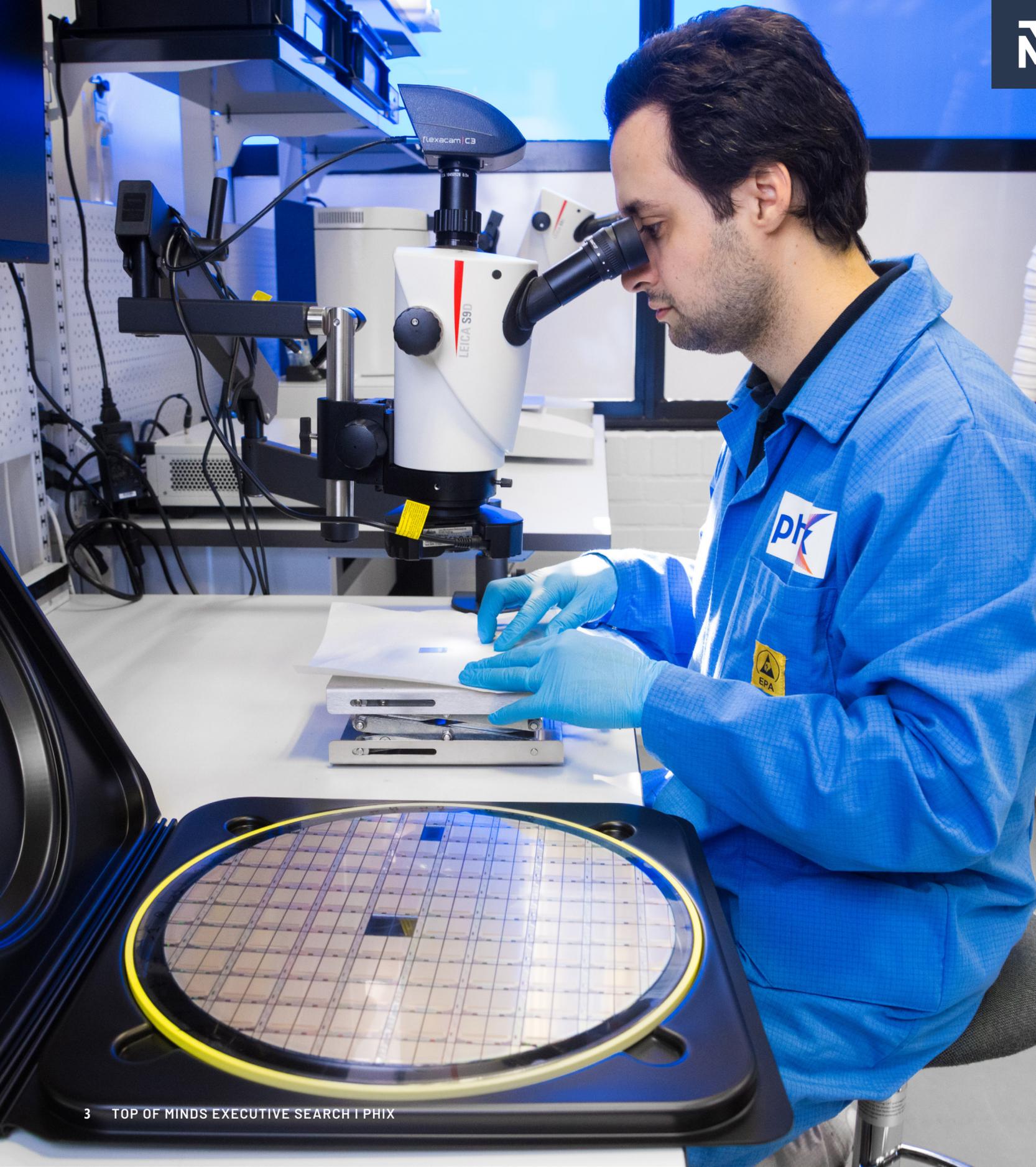
PHIX

Founded in 2018, PHIX co-designs, develops, and manufactures high-tech packaging of photonic integrated circuits (PICs) and micro-electromechanical systems (MEMS) for its worldwide customers.

Photonics offer increased miniaturization, higher processing speeds, and lower power consumption, to fuel a fast-growing industry, ideal for frontrunner PHIX. Their technology can be applied in the LIDAR systems of self-driving vehicles, medical scanners, high-speed AI data communications, and quantum processors, and is expected to be integrated into the next generation of smartphones.

PHIX continues to grow rapidly after several investment rounds with its well-balanced group of Dutch investors, including Innovation Industries, and PhotonVentures. Since early 2024, the company has moved to new facilities in Enschede, Netherlands. They've also recruited an additional sixteen people, and expanded with a new US hub to serve its regional customers. This is a strategic step for Phix as nearly half of its turnover is from US customers.

The team of about fifty people from eighteen nationalities values positivity and ambition, and tackling the challenges of the emerging industry. Together, they provide integrated design and production services to package the photonic chips that play an essential role in many advanced technologies we will see for years to come. ▶



Head of Strategy

Joining the Management Team, the Head of Strategy develops the strategic vision for PHIX into a roadmap with clear strategies for the next growth phase and how the vision translates into operations. They craft and deliver the strategy in close collaboration with the Management Team. The Head of Strategy reports directly to PHIX CEO, Albert Hasper, and spends the majority of their time working with management and the rest of the organization.

In PHIX's fast-changing industry, the Head of Strategy centralizes business intelligence for the photonics market to support management decisions. They identify market trends and analyze the competitive landscape and emerging opportunities to drive growth and profitability. This also allows them to support other functions with their strategic thinking around topics such as international expansion, PHIX's AI roadmap, and its Environmental, Social, and Governance (ESG) strategy.

The Head of Strategy also supports PHIX's growth through partnerships, M&As, and the company's funding strategy. They prioritize and manage strategic partnerships, and define the M&A strategy to support potential acquisitions that align with the company's strategy. Together with the CFO, they develop the funding strategy (debt, equity, and grants) to enable strategic initiatives. This includes supporting fundraising through handling investor relations, preparing investor memorandums, and developing financial forecasts. ▶



This is an exciting opportunity for an enthusiastic, hands-on manager in strategic consultancy with a passion for high tech, and the ability to quickly understand the challenges of the photonics industry. They excel at providing vision and continuity while maintaining the flexibility required to grow in a fast-evolving industry. As a vital member of the PHIX Management Team, the Head of Strategy deals with challenges through critical thinking and collaboration to implement their ambitious roadmap. They are committed to growing within the Management Team and contributing to PHIX's long-term success. ■



Interested?

PHIX is working with Top of Minds to fill this vacancy.

To express your interest, please contact Roland Vetten at rolandvetten@topofminds.com.

“The Head of Strategy brings together the vision of the Management Team into a clearly defined roadmap, providing continuity for our fast-growing company in a rapidly changing and promising industry.”

**– Albert Hasper,
CEO of PHIX**