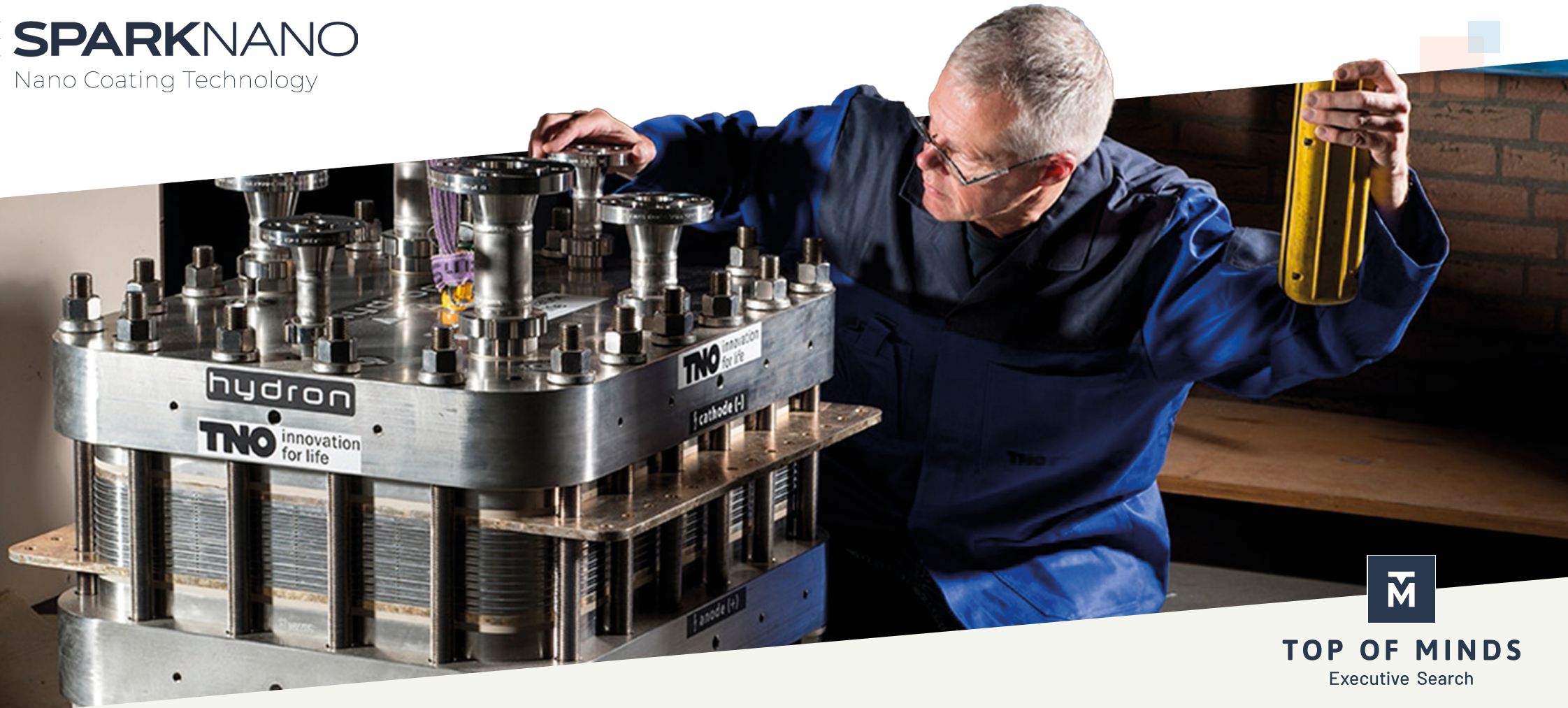


Vacancy at SparkNano

Chief Executive Officer (CEO)



TOP OF MINDS
Executive Search



Requirements

- Over 10 years of experience
- In International CEO roles
- Proven experience scaling up hardware businesses and establishing global footprints
- Within a B2B high tech or disruptive, technical product environment
- Commercially sharp and growth-focused

 **Eindhoven**

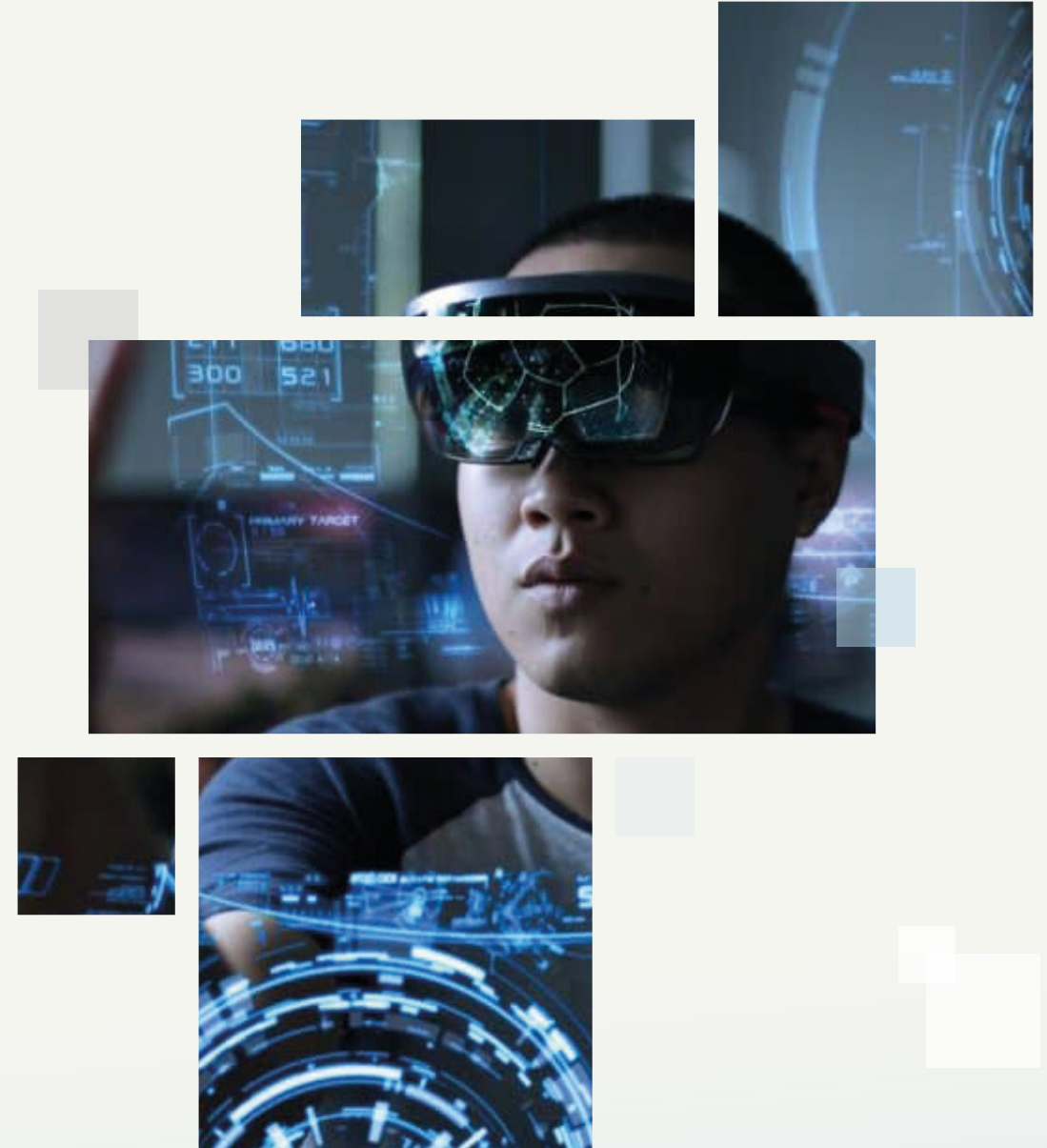
SparkNano has successfully validated its groundbreaking technology and moved beyond the initial R&D phase. With proven Spatial ALD capabilities and strong traction in the EV battery sector and other high-growth markets, the scale-up is ready for global industrialization. The CEO will lead this transition, scaling the deep-tech innovator into a global commercial leader and opening the gateway to Asia.

About SparkNano

SparkNano unlocks the next generation of clean energy and electronics through atomic precision. The company develops high-performance Spatial Atomic Layer Deposition (ALD) machines that apply ultra-thin, one-atom-thick coatings to materials. This platform technology drives critical performance improvements across diverse transformative sectors, ranging from EV batteries, green hydrogen, photonics, and sustainable packaging.

Founded in 2018 as a spin-off from TNO, SparkNano has evolved from a lab-stage innovator into a commercial scale-up. The technology is proven, product-market fit in the EV sector is established, and the first machines are running in the field. Backed by leading European investors including Innovation Industries, Invest NL, BOM, Air Liquide, and Somerset Capital, the organization is well-capitalized to execute its ambitious growth strategy.

The company is based in Eindhoven and driven by a team of brilliant minds and industry thought leaders. Its culture emphasizes deep-tech excellence and a shared ambition to revolutionize industrial manufacturing. As a scale-up with significant business momentum, SparkNano is preparing to serve the world's largest high-tech manufacturers. With a prototype ready for mass production and rising demand from global blue-chip customers, the company is entering a decisive phase of industrial expansion.





Chief Executive Officer (CEO)

At this crucial stage, SparkNano requires a CEO who can turn technological momentum into industrial-scale operations. Building on a strong organizational foundation, the CEO has a clear mandate to drive growth. The role centers on three strategic pillars: industrialization, internationalization, and commercialization.

The primary challenge is the “Lab-to-Fab” transition. While the Spatial ALD technology is fully functional, the CEO guides the complex journey from single units to mass production capabilities. This involves setting up robust supply chains, optimizing manufacturing processes, and navigating the production challenges that come with scaling hardware.

International expansion is the second critical pillar. As the core market for battery production lies in Asia, the CEO will drive the establishment of a physical footprint in China. Therefore, this leader will travel to the region frequently to establish local offices and build strong, lasting relationships with key players. Navigating cultural nuances is essential for this, a skill the CEO masters fully. Experience in Asian markets is equally important to bridge the gap between Eindhoven’s innovation and global manufacturing hubs.

The EV battery market is currently the main driver of commercial growth. To secure long-term resilience, the CEO will identify and develop a second core market. Working alongside a highly capable management team, the CEO acts as the outward-facing leader, supported by a CTO recognized as a field expert and a CCO who is a true hunter.

This is a role for an entrepreneurial executive who understands that hardware scaling is a distinct craft. With deep technical knowledge and a sharp commercial sense, this person brings proven experience in industrializing complex machinery and building operational footprints in Asia. For the right CEO, SparkNano offers the chance to lead a company where the technology has proven itself, and the exponential commercial opportunity lies ahead





Interested?

SparkNano is working with Top of Minds to fill this vacancy.
To express your interest, please contact Stephanie Stuit at
stephanie.stuit@topofminds.com.



TOP OF MINDS
Executive Search