

Vacancy at Astrape Networks

Chief Operating Officer (COO)



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Requirements

- Over 12 years of experience
- Track record in productizing complex hardware/software products
- Experience establishing supply chains
- Strong product focus with emphasis on quality, reliability, and scalability
- Scale-up mindset
- Relevant industry network

 **Eindhoven**

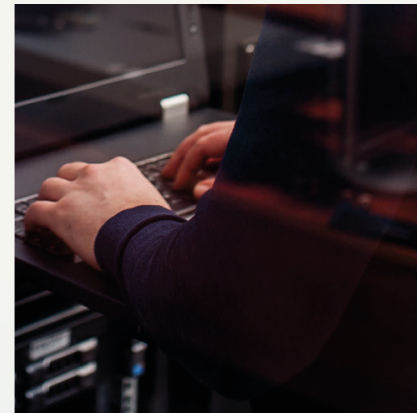
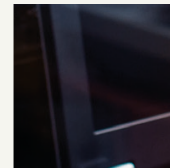
Astrape Networks develops high-performance, low-latency solutions designed to meet the growing demands of AI, high-frequency trading, and other data-intensive applications. Having recently raised nearly eight million euros, the company is moving its prototype into the pilot phase. The Chief Operating Officer leads the productization process and ensures the transition from prototype to market-ready product runs efficiently.

About Astrape Networks

Astrape Networks began its journey in 2022 as a Dutch deep-tech company determined to reshape the future of AI-ready data centers. The cornerstone of Astrape Networks' approach is EFFINITI, a scalable, energy-efficient networking solution capable of handling fifty percent more computational load while reducing the number of servers required. By lowering both CapEx and OpEx, EFFINITI enables faster processing, greater efficiency, and significant cost savings for modern AI-driven infrastructures.

Earlier this year, Astrape Networks closed a successful seed round of 7.9 million euros, including 2.5 million euros in EIC funding. The round was led by PhotonVentures, Join Capital, and BOM, with participation from Shift Invest. The company currently employs seventeen people, including the founders, who work from its headquarters at High Tech Campus Eindhoven and a development site south of Antwerp. Over the next year, Astrape Networks plans to double its workforce.

Currently in the R&D phase, Astrape Networks is developing its first prototype, which is scheduled to be shared with potential customers for pilot projects by mid-next year. Feedback from these pilots will guide the final design, with a soft launch planned at the end of 2027 and a public release in the first half of 2028.





Chief Operating Officer (COO)

The Chief Operating Officer (COO) will lead the transition of Astrape Networks' products from the R&D phase to market-ready production. Responsibilities include operationalizing the prototype, establishing and managing a complex global supply chain, and preparing for both pilot and large-scale production. Production is largely outsourced. Software and design are maintained in-house, making the development and management of the supply chain a central priority. Partners span Asia, Europe, and North America, covering a range of suppliers from large manufacturers to specialized providers of photonics, electronics, and PCBs.

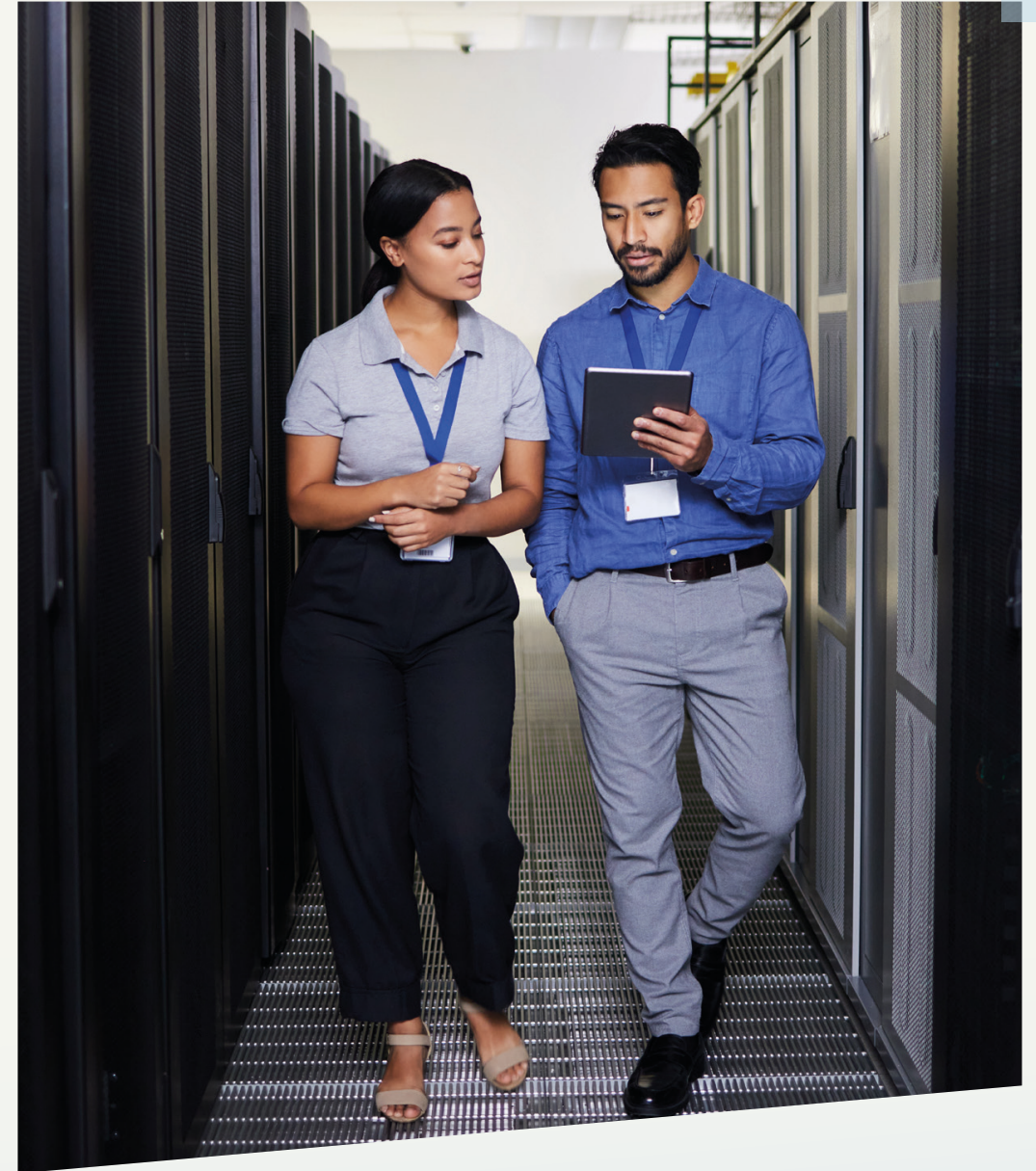
This role requires setting up operational processes, coordinating with suppliers, and ensuring that the company moves efficiently from prototype to pilot and ultimately to scalable production. Products must meet extremely high reliability standards, as any failure carries significant financial consequences. The COO drives the engineering and operations teams to adopt a production-oriented mindset while ensuring strong quality and scalability standards. Based in Eindhoven, this role requires close involvement with production and engineering teams, including regular travel to the company's site in Belgium and international visits.

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This is a unique moment to join Astrape Networks: we're nearing the end of the R&D phase, the pilot phase is beginning, and the right COO can shape the processes and supply chain that will take our innovations to full-scale production.”

▪ **Francesco Pessolano, CEO and co-founder**

Prior experience with scaling a physical machine from prototype to production is essential – preferably achieved on multiple occasions. Through past experiences, the COO knows that success relies on speed and flexibility: rather than waiting for a product to reach a hundred percent completion before testing, they test at ninety percent readiness – or even earlier. Strategic and operational strengths are equally important, enabling this strong leader to implement processes, coach teams, and scale production effectively. A pragmatic, results-driven approach, comfort with iterative problem-solving, and an unwavering focus on quality are crucial.





Interested?

Astrape Networks is working with Top of Minds to fill this vacancy.

To express your interest, please contact Annelijn Nijhuis at annelijn.nijhuis@topofminds.com or Esme Bakker at esme.bakker@topofminds.com.



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