## **Job Description Click to collapse**

Research and Development Engineer

Compensation and Benefits:  
They offer a competitive market-based salary, the company offers the opportunity to participate in equity/stock incentive programs, a profit-sharing bonus, and a comprehensive benefits package, including a 401(k) with matching.

Job Summary:  
A highly skilled Research and Development Engineer is sought to join an R&D team. The ideal candidate will have end-to-end development experience, from conceptualization and prototyping through to production, preferably with exposure to the medical laser device industry. This role involves designing, developing, and optimizing Mathematica models and algorithms that enhance product performance and support clinical and regulatory requirements.

Key Responsibilities:

Mathematica Model Development: Create, test, and optimize advanced Mathematica models to simulate and improve device performance and reliability.

System and Assembly Progression: Take ownership of software and system progression from initial concept through development, prototyping, validation, and production release.

Cross-Functional Collaboration: Work closely with interdisciplinary teams, including mechanical, optical, and electrical engineers, to integrate Mathematica solutions into broader system architectures.

Medical Laser Devices: Apply mathematical and software engineering expertise to address unique technical challenges associated with medical laser device development.

Documentation & Compliance: Ensure that all development processes comply with medical device regulatory standards, producing accurate documentation for validation and testing.

Required Qualifications:

5+ years of hands-on experience with a history of taking systems or assemblies from development to production.

Experience using machine tools such as lathes, mills, and CNC machines.

Experience using measurement tools such as calipers, micrometers, and gauges.

Previous experience in medical devices, with preference given to those familiar with medical laser technology and associated regulatory requirements.

Demonstrated expertise in advanced Mathematica programming, algorithm development, simulation, and model optimization.

Excellent communication and collaboration skills with the ability to work effectively across functional teams.

Experience in the development of medical laser systems or similar regulated medical device technologies.

Familiarity with regulatory frameworks such as FDA and ISO standards relevant to medical devices.

About the Company:  
This organization is an industry leader in medical aesthetic lasers and light-based technologies. It is driven by a mission to improve lives through innovation and high-performance products. The company emphasizes creativity, collaboration, and integrity, fostering a work environment where new ideas are welcomed and team members are empowered to grow and make an impact.

Company Culture Highlights:

A supportive, family-oriented environment

Opportunities for professional growth and recognition

Encouragement of innovation and creative thinking

Incentives for contributions across the organization

Major Take-aways:

Research and Development:

R&D engineers conduct research, analyze data, and develop new product ideas and designs.

Design and Development:

They create detailed product specifications, design schematics, and oversee the development of prototypes.

Testing and Evaluation:

They conduct rigorous testing to ensure the functionality, performance, and reliability of new products and technologies.

Collaboration:

R&D engineers work closely with other teams, including product development, manufacturing, and marketing, to bring new products to market.

Problem-Solving:

They identify and solve technical challenges, ensuring that projects meet objectives and timelines.

Continuous Improvement:

They strive to improve existing products and processes, staying up-to-date with the latest technologies and advancements.

Required Skills:

* Technical Expertise: Strong foundation in engineering principles, mathematics, and scientific research methods.
* Analytical Skills: Ability to analyze data, identify problems, and develop solutions.
* Communication Skills: Effective communication with various stakeholders, including technical teams and non-technical personnel.
* Problem-Solving Skills: Ability to think creatively and find innovative solutions to complex challenges.
* Project Management Skills: Ability to plan, organize, and manage projects effectively.
* Adaptability and Flexibility: Ability to adapt to changing priorities and work in a fast-paced environment.