

We are hiring

Reliability Engineer

Eindhoven, The Netherlands

We are not just improving photonics, we are reinventing it.

Our cantilever waveguide coupling technology brings together the speed of III-V materials with the scale of silicon, unlocking a new level of integration and performance. This breakthrough changes how light connects systems — and enables optical engines built to meet the demands of tomorrow's AI and telecom infrastructure. We are breaking the cost barrier in photonics and building photonic fabrics designed for >10 terabit-per-second communication, the kind required by future AI farms.

About the role

As **Photonic Reliability Engineer**, you take ownership of reliability, lifetime, and qualification of integrated photonic components and subsystems. You bridge design, process, and application by translating physical failure mechanisms into actionable improvements in product robustness and manufacturability.

You support the transition from lab innovation to scalable, field-ready products, and you ensure that our technology performs flawlessly over time, at scale, and under real-world conditions.

Your core responsibilities will include

- Define and execute reliability test plans for photonic integrated circuits, modules, and assemblies
- Analyze failure mechanisms (optical, thermal, mechanical, and electrical) and drive root-cause investigations
- Develop lifetime models and reliability predictions based on test and field data
- Work closely with design, process, packaging, and test teams to improve product reliability
- Support customer and partner qualification requirements
- Contribute to design-for-reliability guidelines and continuous improvement processes

What we are looking for

We're looking for an experienced reliability engineer who can operate independently in a fast-paced lab environment and get things done under startup pressure.

- MSc or PhD in Photonics, Electrical Engineering, Applied Physics, or related field
- 5+ years' experience leading reliability and QA for photonics systems, laser devices, and integrated photonic components, including silicon photonics transceivers and high-speed optical modules
- Strong track record in supplier qualification, failure analysis, and process improvement for high-reliability lasers and photonic modules
- Experienced in developing technical infrastructure and analysis tools for reliability data, including database-driven reporting, burn-in correlation, and ongoing reliability test frameworks
- Deep expertise in accelerated life, environmental stress, and mechanical testing (HTOL, bDH, TC, LTS, shock/vibration, ESD) for photonic devices, in compliance with GR-468, MIL-STD-883, and JEDEC standards
- Proven leadership in cross-functional teams, setting OKRs, budgets, and schedules, and integrating reliability and supplier QA into product development cycles
- Startup mindset: pragmatic, adaptable, and resilient under pressure

What we offer

- Competitive salary and equity
- End-to-end ownership of systems that will ship to real customers
- A key technical role in a fast-moving deep-tech company
- Collaboration with a sharp, mission-driven team
- Flexible working setup with strong ownership and autonomy

How to apply

Please submit your resume and a cover letter outlining your relevant experience and interest to jobs@photonbridge.com

Photon Bridge is committed to diversity and encourages applications from all qualified candidates from all backgrounds to apply.

Photon Bridge only works with pre-qualified recruitment agencies.