

Products & Coatings Development Engineer

Location: Eindhoven, The Netherlands
Company: ClimAd Technology B.V.
Field: Climate Tech · Functional Coatings · Smart Materials

Help us turn smart coating technology into real products

At **ClimAd Technology**, we develop smart functional coatings that make glass and other transparent surfaces respond to changing environmental conditions.

Our technologies combine **coating chemistry, materials science and optical functionality** to create solutions for energy efficiency, solar control and indoor comfort. We are a young and ambitious technology company, working to take promising technologies from the laboratory towards scalable production and commercial applications.

We are looking for a **Chemical & Coatings Development Engineer** who wants to play a key role in that journey.

This is not a role where you simply receive a research question, run experiments and report the results. We are looking for someone who wants to **understand the problem, find a solution and take ownership until it works**.

You will work at the intersection of chemistry, materials science, product development and industrialisation — and your role will grow with the company.

Your role

At ClimAd, product development starts with a question from the real world:

What does the market need, what is preventing our technology from getting there, and how can we solve it?

You will translate these questions into technical solutions. This could mean developing a new coating formulation, solving an adhesion or durability problem, finding a better way to disperse a functional pigment, developing a coating process, designing a test setup or working with an external expert or supplier to find the missing piece.

You will be hands-on in the laboratory, but your scope will be much broader than laboratory R&D.

You will:

- Develop and optimise functional coating formulations for glass and polymer substrates.
- Work with **sol-gel coating systems** and understand the interactions between inorganic components, polymer binders and additives.
- Investigate and solve practical coating problems such as dispersion, stability, viscosity, wetting, adhesion, curing, drying and durability.
- Design experiments, analyse results and translate them into concrete improvements.
- Develop samples and prototypes for customers, partners and internal validation.
- Translate customer and market requirements into technical development goals.
- Combine different technologies and materials to find new solutions.
- Work with suppliers, universities, research institutes and industrial partners when additional expertise or capabilities are needed.

- Take technical problems from initial hypothesis through experimentation, validation and implementation.
- Develop coating processes that are reproducible and ultimately suitable for scale-up and industrial production.
- Help design and improve laboratory and pilot equipment and experimental setups where needed.
- Support scale-up from laboratory formulations towards pilot and industrial coating processes.
- Document formulations, experiments, results and technical know-how in a structured way.
- Contribute to new technology concepts, prototypes and intellectual property.

The common thread is simple:

You see a problem, understand what is happening, come up with a solution, test it, improve it and keep going until it works.

From R&D to building the technology platform

Your role is deliberately designed to evolve.

Initially, your focus will be strongly on **hands-on R&D, coating development and product improvement**. As our technologies mature and ClimAd grows, your responsibilities can increasingly shift towards:

R&D → Product Development → Process Development → Industrialisation → Technical Product Management

You may become responsible for coordinating coating production with external manufacturing partners, establishing and improving production processes, managing technical suppliers and maintaining an overview of different technologies within our portfolio.

Ultimately, we want to build a technology platform and product portfolio around smart functional coatings. We are therefore looking for someone who does not just want to develop **one coating**, but who has the ambition to grow into a role where you help determine **which technologies we develop, how we manufacture them and how they become products**.

This growth will happen together with the growth of ClimAd.

Who are we looking for?

Your exact degree is less important to us than your **technical background, practical experience and motivation**.

You could have an **HBO or WO background** in chemistry, chemical engineering, materials science, polymer science or a related field. What matters most is that you understand chemistry and materials, enjoy working experimentally and are motivated to develop technologies that work in practice.

We are particularly interested in people with:

- Practical experience with coating formulation and development.
- Knowledge of sol-gel chemistry and/or inorganic coating systems.
- Understanding of interactions between inorganic materials, polymeric components, and additives in functional coating formulations.
- A practical understanding of coating application and processing.

- Experience with dispersion, rheology, adhesion, curing and surface chemistry.
- A strong experimental and analytical mindset.

Experience with photochromic, thermochromic, optical or other functional coatings is valuable, but **not essential**.

Your mindset matters even more

We are looking for someone who:

- Is hands-on and pragmatic.
- Enjoys solving problems where the answer is not known in advance.
- Takes ownership rather than waiting for a fully defined assignment.
- Is able to move between theory, literature, experiments and practical implementation.
- Is comfortable making a prototype or test setup yourself when necessary.
- Thinks in terms of solutions rather than limitations.
- Understands that a technically interesting result is only valuable if it can eventually become a useful product.
- Has a business mindset and is interested in understanding what customers and the market actually need.
- Enjoys working with external experts, suppliers and industrial partners.
- Is comfortable in an environment where priorities can change and not everything has been figured out yet.
- Has the ambition to grow with a start-up/scale-up and take increasing responsibility.

Nice to have

Some additional skills would be a strong plus:

Engineering mindset

You are technically handy and enjoy building or modifying laboratory equipment, test setups or small-scale processing systems when the standard equipment does not do what you need.

Python & modelling

You can work with Python, for example to perform calculations and models around **glass properties, solar radiation, solar incidence under different conditions and optical/thermal performance**.

Scale-up experience

You have experience translating laboratory processes into pilot or industrial production, or you are motivated to develop this expertise.

You do not need to tick every box. We are more interested in your **ability and motivation to learn and take ownership** than in a perfect list of previous experiences.

Why ClimAd?

ClimAd is a small and growing climate-tech company. That means you will have a level of influence that is difficult to find in a large organisation.

You will:

- Work directly with the founders and a small, highly motivated technical team.
- See your experiments evolve into **real products and commercial applications**.

- Work with universities, research institutes, material suppliers and industrial manufacturing partners.
- Have substantial freedom to determine how technical problems should be approached.
- Work across chemistry, materials, engineering, product development and industrialisation.
- Have the opportunity to influence the direction of our technology portfolio.
- Grow your role as ClimAd grows — from hands-on R&D towards **process development, industrialisation and technical product portfolio management**.
- Be part of building a technology company rather than simply working within an existing organisation.

And because we are still building the company, **your contribution can directly influence what ClimAd becomes.**

We are looking for people who want to join that journey — not just for the next job, but to grow with the company and take increasing responsibility as it develops.

Interested?

If you recognise yourself in this profile but do not meet every requirement, we would still like to hear from you.

Tell us what you have built, developed, solved or learned — and why you want to help turn advanced coating technology into real products.

Apply and join us in building the next generation of smart materials for the built environment.

You can send your CV and motivation to martijn.vangurp@climadtechnology.com