

As a flagship research center in nanoscience and nanotechnology, our mission is to open and explore new frontiers of knowledge at the nanoscale, and bring value to society in the form of new understanding, capabilities and innovation, while inspiring and providing broad training to the next generations of researchers. Our values are Commitment, Collaboration and Transformation.

Our research lines focus on the newly-discovered physical and chemical properties that arise from the behaviour of matter at the nanoscale. ICN2 has been awarded with the Severo Ochoa Center of Excellence distinction for three consecutive periods (2014-2018 and 2018-2022 and 2023-2026). ICN2 comprises 20 Research Groups, 7 Technical Development and Support Units and Facilities, and 2 Research Platforms, covering different areas of nanoscience and nanotechnology.

## **Job Title: Early Operations Lead @ InnoFAB**

### **Description:**

InnoFAB is a pioneering, publicly funded initiative dedicated to building a €400M state-of-the-art semiconductor cleanroom facility in Catalonia, and will provide an ideal environment for innovation, accessible to both industry and research institutions. We are currently in the critical "white canvas" setup phase and are looking for foundational leaders to shape our operating model, organizational design, and strategy from the ground up.

We are seeking an **Early Operations Lead** to take ownership of InnoFAB's internal "engine room" and practical operational setup. This role is internally focused on preparing the foundations of our operations, working on clean room definitions, and bridging the gap between technical possibilities and functional execution.

This is not an administrative or standard PMO role. We are looking for a cross-functional semiconductor professional who thrives in ambiguity, understands how large IDMs and fabs operate, and can translate technical concepts into a practical internal operating system. You will interact heavily with engineers, technical teams, and equipment suppliers, ensuring InnoFAB has a robust operational foundation from day one.

### **Main Tasks and responsibilities:**

- **Clean Room & Operational Definition:** Take the lead on preparing early practical operations, working on cleanroom definitions, and interacting directly with suppliers and equipment providers.
- **Internal Operating System:** Help build InnoFAB's internal operating system from the ground up, establishing early processes, workflows, and operational structures.
- **Organizational Design & Strategy:** Support the early team design and shape the critical separation between engineering and manufacturing functions during the 2026/2028 build phase.

- **Cross-Functional Leadership:** Act as the critical bridge between engineering, technical teams, and operations, resolving early bottlenecks and aligning technical outcomes with practical execution.

## Requirements:

- **Education:** M.Sc. or B.Sc. in Physics, Semiconductor Physics, Engineering, or a closely related field.
- **Industry Experience:** 6+ years of experience in the semiconductor industry, with a strong generalist background spanning operations, process integration, and product development.
- **Program Management:** Proven track record in complex project/program management (IPMA certification is highly valued) and New Product Introductions (NPI).
- **Strategic Mindset:** Demonstrated ability to manage competing priorities (e.g., balancing technical risks, timelines, and practical operational needs) without alienating team members.
- **Agility:** A strong preference for early-stage, unstructured environments and a proven ability to challenge the status quo and explore new ways of working.
- **Languages:** Full professional proficiency in English (Spanish and Catalan would be a plus).

## Summary of conditions:

- Full time work (37,5h/week)
- Contract Length: Temporary
- Location: Bellaterra (Barcelona)
- Salary will depend on qualifications and demonstrated experience.
- Support to the relocation issues.
- Life Insurance.

Estimated Incorporation date: as soon as possible

## What We Offer

- The rare opportunity to build a major European semiconductor story from the very beginning.
- A highly strategic role designed with a clear, long-term growth path. Because we are bringing you in early, there is significant room for this role to evolve into a broader business-facing or senior operations role as the organization scales.

**How to apply:**

All applications must be made via the ICN2 website and include the following:

1. A full CV including contact details.
2. 2 referee contacts.
3. 2 Reference letters or referee contacts.

Deadline for applications: 10 April 2026

**Equal opportunities:**

At ICN2, we foster an inclusive and safe work environment, free from any form of discrimination—whether based on gender, sexual orientation, gender identity, age, origin, culture, religion, disability, or any other personal or social condition. We are committed to ensuring equal treatment and opportunities in all our processes, especially in recruitment, which is based solely on talent, experience, and ability. We implement proactive policies for inclusion and harassment prevention that reinforce our commitment to respect and fairness. If you share these values and are looking to grow in an open and diverse environment, ICN2 is ready to welcome you.