



WE'RE HIRING

Lead Engineer — Product Development & Regulatory Affairs

Own the path from prototype to certified product — and build the quality and regulatory backbone that gets us there.

LOCATION	TYPE	TEAM	START
Munich, DE	Full-time	Product & Regulatory	As soon as possible

About Spear

Spear is a global pioneer in optoacoustic (photoacoustic) imaging and sensing, developing next-generation technologies that reveal biological information beyond the reach of conventional optical methods. Founded in Munich and closely connected to the Technical University of Munich and Helmholtz Munich, we transform cutting-edge research into high-impact products for healthcare, biomedical research, agrifood, environmental monitoring, and industrial applications.

Our technologies are used by leading academic, clinical, and industrial partners worldwide. Supported by the European Innovation Council (EIC), the European Space Agency (ESA), and other national and international funding organizations, we are building the next generation of solutions that address some of society's most important challenges.

The Role

We are looking for an experienced engineer to lead product development and drive the regulatory pathway that will transform our validated prototypes into commercial products. This is a highly visible, hands-on leadership role with broad technical responsibility. You will shape our product development process from the ground up, ensuring that our products are robust, manufacturable, and compliant from the earliest design stages through commercial launch. Working closely with company leadership, research partners, and our engineering team, you will translate world-leading optoacoustic technology into reliable products ready for global deployment.

What you'll do

- Lead product development lifecycles, from requirements and system architecture through design, verification, validation, and manufacturing transfer.
- Define and execute the regulatory strategy, initially for Research Use Only (RUO) products while establishing the foundation for future medical-device certification under the EU MDR and ISO 13485.
- Build and maintain our quality management system, including design controls, risk management (ISO 14971), and technical documentation.
- Plan and coordinate design verification and validation activities, working with regulatory consultants, accredited test laboratories, and notified bodies where required.
- Collaborate with suppliers and manufacturing partners to ensure designs are robust, scalable, cost-effective, and suitable for production.



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- Contribute engineering and regulatory expertise to European collaborative projects, supporting technical reporting and project reviews.

What you bring

- A degree in engineering, physics, or a related field (electrical, mechanical, biomedical, optical, or systems engineering).
- Experience in developing hardware products, ideally in medtech, photonics, scientific instrumentation, or a comparable regulated or high-precision environment.
- Good understanding of product development under quality and regulatory frameworks. Experience with ISO 13485, EU MDR, ISO 14971, IEC 60601, and/or IEC 62304 is highly desirable.
- A hands-on, ownership mindset comfortable in an early-stage, resource-conscious setting where you build the process as well as the product.
- Excellent communication skills and fluency in English. German is a plus.

Nice to have

- Experience with optoacoustic, ultrasound or optical technologies.
- Familiarity with laser safety, medical electrical safety, or embedded systems.
- Prior experience taking a product from prototype to first certified release.

What we offer

- A pivotal, high-visibility role with real ownership over product and regulatory direction at a growing deep-tech company.
- The chance to bring genuinely novel technology from the lab to real-world impact.
- A collaborative team embedded in Munich's world-class research and technology ecosystem.
- Growth opportunities to the position of Chief Technology Officer.

How to apply

Please send your CV together with a short cover letter explaining why this role interests you to careers@spear-scientific.com.

Applications are reviewed on a rolling basis, and early applications are encouraged.

Spear is an equal-opportunity employer. We welcome applications from all backgrounds and are committed to building an inclusive team.