



Job Title: R&D Manager, VAKI

Department: R&D

Position Location: Akralind 4, 201 Kópavogur, Iceland

Requisition ID: IC#001

Vaki is a leading company within design and development of high-tech equipment for the aquaculture industry. Our focus is on fish counting at all stages, in hatcheries, in wellboats and when delousing. Another field of expertise is size estimation of fish in sea cages, giving the farmer accurate information on average weight, size distribution and growth. Grading and moving of fish, as well as aeration in sea cages, monitoring and control are also a big part of our portfolio, and in general we look to new challenges in the industry to find solutions in good cooperation with our customers. Our service network is spread out in all the main markets of the industry, with focus on long term relationship and preventive support and training.

Founded in 1986, VAKI continues to focus on vision technology and monitoring that enables us to lead the way in product development, innovation and data solutions, positively impacting fish farming, conservation, and smart management. In 2019 VAKI was acquired by MSD Animal Health. Now as part of MSD we are at the beginning of an exciting expansion plan to harness monitoring products, and the data they generate to power the future of aqua farming.

Through its commitment to the *Science of Healthier Animals*®, MSD Animal Health offers veterinarians, farmers, pet owners and governments one of the widest ranges of veterinary pharmaceuticals, vaccines and health management solutions and services as well as an extensive suite of digitally connected identification, traceability and monitoring products. MSD Animal Health is dedicated to preserving and improving the health, well-being and performance of animals and the people who care for them.

For more information, visit www.vaki.is

Job Description:

In this role you will lead the R&D for the aqua farming business, providing operational management and strategic lead for all R&D activities. The R&D dept. currently comprises 3 sub-departments of Software, Embedded Systems, Mechanical & Product Design in Iceland, and a readers sub department in Boise, Idaho. We anticipate an expansion of these activities and team size. You will also coordinate activities with the rest of the company and wider Group, including the other technology labs. The position is based in Vaki HQ in Iceland.

Main duties will include:

- Key member of the Leadership Team, responsible for all R&D activities of the company
- Leadership, mentorship, and line management of each sub-department
- Overall technical authority for the R&D dept, with final sign off of technical decisions

- Ownership of all technical aspects of the product roadmap, working closely with Product Management and Project Management to develop the product roadmap over time
- Manage R&D budget process and budget tracking by project
- Continue to develop the company project management framework within the Agile process and the wider Group NPD framework. Ensure all projects are carefully planned and executed effectively within this framework
- Ensure new products are effectively transferred to production, assisting with production issues as required
- Ensure existing products are effectively supported throughout their lifecycle
- Responsibility for product compliance
- Management of existing and future IP portfolio

Qualifications:

Education Minimum Requirements

- Master's degree in engineering or similar

Required Experience & Skills

- Experienced R&D manager with a strong track record of success
- Strong technical background with experience managing all 3 engineering disciplines
- Proven track record managing significant expansion of an R&D team
- Experienced project manager
- Experience in managing projects with significant components in computer vision, artificial intelligence, and cloud applications

Job: Product development / engineering

Travel: Yes, 25%

Shift (if applicable): No

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