
# CDI – Photonics / Co-Packaged Optics R&D Engineer (F/M/D)

We are seeking a skilled Photonics / Optoelectronics R&D Engineer to contribute to the development of ICON Photonics' advanced optical solutions. Your background in photonics, optoelectronics or optical packaging will help address key challenges for next-generation detachable Co-Packaged Optics (CPO) connectors and fiber-to-chip interfaces, using wafer-level photonic packaging technologies that are core to ICON Photonics' products. You have first significant experience in photonics or optoelectronics and enjoy hands-on experimental work, optical characterization, modelling and clear documentation. You will contribute to the design and validation of optical and optoelectronic components and their wafer-level packaging, with applications in high-speed communications, quantum computing and sensing.

## *Key Responsibilities*

- Characterization and test benches

You will conduct optical characterization of CPO modules, on-chip micro-optics, photonic components and interconnect solutions. You will also contribute to electrical and high-speed characterization of optoelectronic devices, microwave interconnects and associated components, in collaboration with the R&D team. A key part of the role will be to create, improve and document experimental bench setups, with a path toward robust validation and future production use.

- CPO design and modelling

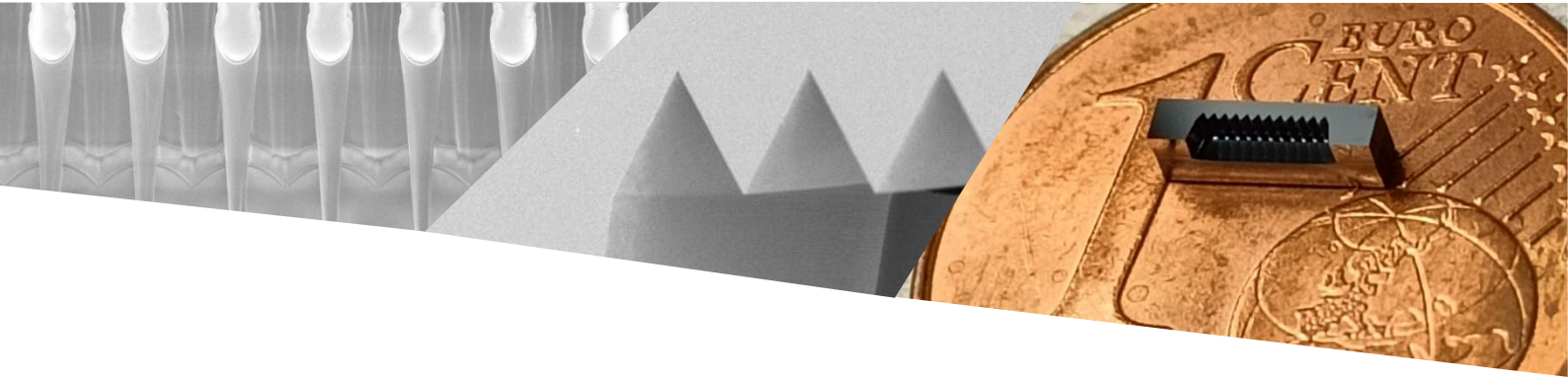
You will contribute with the R&D team to the design and modelling of the co-packaging including photonic components, electronic and photonic interconnects, waveguides and 3D polymer micro-optics. You will therefore support the development of wafer-level photonic packaging solutions, taking into account optical requirements and integrating electrical, RF, thermal and mechanical constraints.

- Reliability, validation and documentation

You will contribute to reliability and validation test plans for optical and opto-mechanical components, considering relevant application requirements. You will generate and maintain clear engineering documentation, including qualification plans, validation reports, component specifications and test procedures.

## *Desired Skills & Qualifications*

- PhD degree or engineering background in Photonics, Optoelectronics, Optics, Applied Physics, Electrical Engineering or related field, with first significant experience
- Good understanding of physical optical simulations and modelling
- Strong analytical and troubleshooting skills
- Good scripting and data analysis skills, for example with Python or MATLAB
- Experience with numerical and analytical modelling tools is appreciated, for example RSoft, Zemax, COMSOL, Lumerical, CodeV, MATLAB, Python, ADS or equivalent
- Strong motivation to contribute to technological innovation in a dynamic startup environment.




- Excellent communication and interpersonal skills, with a good level of English. French language skills are appreciated
- Experience with silicon photonics and integrated optics is a strong plus
- Familiarity with high-speed or microwave-photonics measurements, as well as associated laboratory instrumentation would be highly appreciated

## *We offer*

- Full-time position with great potential for fast career development within a fast-paced startup, cultivating an inclusive work environment for all employees
- Great package including private healthcare scheme, meal subsidies, public transport subsidies, collective profit-sharing plan, regular teambuilding events
- Location in close proximity to a dynamic and young scientific campus with research of excellence (CNRS, ESYCOM, Univ. Gustave Eiffel) on the green Eastside of Grand Paris, Champs-sur-Marne (77), Noisy-Champs RER A and upcoming Grand Paris Express train station

## *Application details*

- Starting Date: Ideally from September 2026 depending on candidate availability
- Process: Send your CV and a short motivation note by email. References may be requested later in the process
- Contact us at join-us@icon-photonics.com, with title “CPO-2026”

## *About ICON Photonics*

ICON Photonics is an 8-year deeptech startup developing fiber-to-chip connectivity solutions for the next generation of optical systems, from high-speed datacom and high-performance computing to quantum and cryogenic applications. Building on more than 10 years of technology development at CNRS, ICON Photonics designs and commercializes compact, scalable and serviceable optical interconnects for demanding environments. As part of our team, you will join a collaborative, hands-on environment where people are encouraged to take ownership, grow, and contribute to an ambitious industrial journey.

**OUR CORE VALUES**

**Lead by example** | **Bring out the best in everyone** | **Take responsibility** | **Customer success is our success** | **Strive for excellence**

# *Join us!*

Web: www.icon-photonics.com
LinkedIn: https://www.linkedin.com/company/icon-photonics/