

Job Title:	Head of Quality/Quality Manager	Position Type:	full-time
Department:	Operation	HR resp:	COO
Location:	Tønsberg, Norway	Reporting to:	COO/CEO
		Travel Required	Yes

Purpose of the role

The Head of Quality ensures that poLight delivers world-class quality performance by maintaining and continuously strengthening a robust Quality Management System (QMS), driving strong customer focus, and fostering continuous improvement across all processes. The role is responsible for upholding and further developing poLight’s quality policy and objectives, securing compliance with relevant certifications and customer requirements, and ensuring that quality excellence is embedded throughout the organization.

Key Responsibilities

- Own, maintain, and continuously enhance poLight’s quality policy, objectives, and KPIs, ensuring they are fully integrated across the organization and remain relevant and effective.
- Understand and interpret customer quality requirements, translating them into clear internal standards, criteria, and processes.
- Ensure that poLight’s Quality Management System (QMS) is maintained and continuously improved, securing full compliance with quality certifications, legal requirements, and relevant industry standards.
- Oversee and coordinate the planning, execution, and follow-up of internal, supplier, and customer audits, ensuring consistent quality performance and robust process governance.
- Oversee and ensure effective processes for yield monitoring, trend analysis, and structured root-cause investigations, in collaboration with the manufacturing team, to drive strong product and process performance.
- Oversee reliable data capture, analysis, and reporting—supporting statistical monitoring, customer shipping reports, and decision-making.
- Lead and coordinate continuous improvement initiatives across the company, promoting a culture of quality excellence and operational efficiency.

Qualifications

- M.Sc. or higher in MOEMS/MEMS, assembly and test competence for optical technologies, or a closely related technical field.
- Deep technical competence in microtechnology manufacturing, with strong interest and hands-on understanding of technical problem-solving.
- Camera module or lens for camera experience is an advantage
- Proven experience with manufacturing environments operating under recognized quality standards (e.g., ISO 9001, ISO 14001, IATF 16949).
- In-depth understanding of quality control methodologies, statistical techniques, and relevant legal/industry requirements.

- Experience with quality certifications and audit processes, including internal, supplier, and customer audits.
- Solid understanding of high-volume manufacturing processes, including yield drivers, process variation, and root-cause analysis.
- Experience working with structured documentation systems and data-driven reporting tools.
- Willingness and ability to travel internationally to support audits, suppliers and customer engagements

Preferred Skills:

- Strong leadership capabilities with the ability to motivate, guide, and influence cross-functional teams.
- Organizational skills with the ability to manage multiple priorities effectively.
- Advanced analytical and problem-solving abilities, with a structured and data-driven approach.
- Strong communication skills, able to convey complex technical and quality issues clearly to both technical and non-technical stakeholders.
- Excellent collaboration skills and the ability to build strong working relationships across the organization and with external partners.

About poLight;

poLight is a Norway-based manufacturer of photographic lens for mobile devices.

poLight ASA has developed a patented, proprietary tuneable optics technology, starting with its first product, TLens® which replicates "the human eye" experience in autofocus cameras used in devices such as smartphones, wearables, barcode scanners, machine vision systems and various medical equipment.

poLight's TLens® enables better system performance and new user experiences due to benefits such as extremely fast focus, small footprint, no magnetic interference, low power consumption and constant field of view.

poLight is based in Tønsberg, Norway, with employees in Finland, France, UK, US, China, Taiwan, Japan and the Philippines. For more information, please visit <https://www.polight.com>