

Director of Business Development at PINC

To apply, please email your resume to careers@pinctech.com.

About The Job

The ever growing technological advances in computing, AI, communications, and sensing depend on photonics. PINC builds the transformative integrated photonic platform to address these needs and make that future possible. PINC is an early-stage startup with venture backing from leading financial investors and major global photonics companies. Our proprietary NanoPPLN photonic platform is based on pioneering advancements from the Nonlinear Photonics Laboratory at Caltech. We are growing quickly and looking for passionate, highly driven, and self-disciplined individuals to join us on this journey. This is an excellent opportunity for people who excel in a fast-paced environment, approach challenges with a “can-do” mindset, and work collaboratively to inspire others while helping to build a strong team around them and with them as we scale the company together.

The Opportunity

We are seeking a Head of Business Development to lead our efforts in identifying, engaging, and securing partnerships with early customers and strategic collaborators across photonics-driven markets, while shaping our commercial approach as we scale. Working closely with the founders, you will translate customer insights into product priorities, secure pilot projects, and build the foundation for long-term partnerships and drive revenue growth.

This role is ideal for someone who combines strong technical fluency in photonics with a proven commercial track record. You will drive adoption of PINC’s integrated photonics technology and cultivate lasting customer and partner relationships that accelerate our growth. As one of the company’s early commercial leaders, you will play a central role in bringing PINC’s transformative technology to market. This position is well-suited for someone who thrives in the early stages of company building, where adaptability, initiative, and vision matter as much as experience.

Responsibilities

- Drive customer outreach, build relationships, identify opportunities, and secure POs for PINC’s technology across target markets.
- Manage a qualified pipeline across priority segments; establish pilot programs, and turn them into multi-year partnership agreements, creating steady revenue growth.
- Track pipeline progress, set growth and revenue metrics, and provide regular updates.
- Translate customer feedback into product development priorities and collaborate with the technology team to align R&D with market needs.
- Develop strategic partnerships with research institutions and government programs.
- Prepare and deliver proposals, commercial terms, and technical-commercial presentations to support customer and investor engagements.
- Own outreach, proposals, and negotiations for NDAs, MOUs, SOWs, MSAs, pricing, supply and other commercial agreements with customers.
- Define clear metrics for growth and revenue, manage pipeline tracking in a CRM, and provide regular updates to the executive team.

- Conduct market analysis and contribute to business strategy, including pricing, go-to-market planning, and competitive positioning.
- Represent PINC at conferences, trade shows, and customer meetings; deliver compelling technical-commercial presentations.

Requirements

- Bachelor's or Master's degree in Physics, Electrical Engineering, Optics/Photonics, or a related field.
- 5+ years of experience in business development, product marketing, sales, or applications engineering within the lasers, optics, or optoelectronics industry.
- Proven track record of driving early adoption of new technologies and driving revenue growth.
- Technical fluency in PICs, lasers, or optical systems, with the ability to clearly communicate value to both technical and business audiences.
- Excellent communication and presentation skills, capable of conveying complex technical concepts to diverse stakeholders.
- Strong proposal development and negotiation skills; familiarity with standard commercial agreements.
- Proficiency with CRM systems and sales forecasting.
- Willingness to travel regularly to customer sites, conferences, and trade shows.
- Enthusiasm for working in a fast-paced, entrepreneurial environment.

Preferred Experience and Skills

- Advanced degree: MBA and/or PhD in Physics, Electrical Engineering, Optics, Photonics, or a related field.
- Experience in early-stage startups or R&D environments with rapid iteration cycles.
- Proven track record in negotiating and signing partnerships, licensing deals, and/or sales agreements.
- Established network of customer and partner relationships in photonics-driven markets.
- Experience with government procurement processes and developing technical-commercial proposals.

Benefits

- Exceptional growth opportunity
- Stock option plan
- Competitive health care plan (Medical, dental & vision)
- Retirement plan with company match
- Paid time off (Vacation, sick & public holidays)
- Life insurance
- Short term and long term disability
- Company-sponsored team outings

Life in Pasadena

Our office is located in the heart of Pasadena, a world-class hub for science, technology, and entrepreneurship, with close ties to Caltech and Southern California's broader innovation community, and access to vibrant neighborhoods, culture, dining, and outdoor activities, all within minutes of Los Angeles.