



We are hiring!

Ready to innovate in the Medical Device industry and make real impact?

At Teleon, we develop advanced intraocular lenses that improve vision for patients worldwide. To strengthen our R&D team, we are looking for an ambitious

R&D Engineer

Your impact

You will play a key role in strengthening and optimizing our **Technical Documentation (Technical Files/DHF)**, including implementing new software and fully reviewing and upgrading our Technical Files. Your work will directly support global registrations and help prevent CAPAs and Non-Conformities.

In addition, you will:

- Design and develop new products and production processes
- Perform risk assessments, verification & validation activities
- Optimize existing products and systems (including ECOs)
- Support supplier selection and external testing
- Work cross-functionally within R&D, RA/QA, and Operations

You will operate within a regulated medical device environment, working according to our Quality Management System and international standards.

What are we looking for?

- Bachelor's or Master's degree in a technical field
- Experience with medical devices or regulated industries
- Structured, analytical, and detail-oriented
- Comfortable working independently and in multidisciplinary teams
- Strong communication skills in English and preferably also in Dutch.

Why work for Teleon?

- Work on products that improve lives worldwide
- High level of responsibility and ownership
- 30 vacation days + flexible working hours
- Bonus scheme up to 10%
- Excellent pension plan (only 1.5% employee contribution)
- Open, international, and innovation-driven culture



Who are we?

Teleon Surgical B.V. is an ambitious and fast-growing innovator in the field of ophthalmology. We design and manufacture state-of-the-art intraocular lenses and surgical accessories that help improve vision for patients around the world.

With over 30 years of expertise in the intraocular lens industry, a strong in-house R&D division, and a cutting-edge production facility in Spankeren (near Arnhem, the Netherlands), we combine innovation, precision, and quality at the highest level.

Our team of 160 dedicated international professionals, based in Spankeren, Berlin, Seoul and the UK works collaboratively to push the boundaries of technology in eye surgery. At Teleon, innovation is not just what we do — it's who we are. Together, we are shaping the future of vision care.

Curious and need more information?

Please send your questions and/or your CV to Annette Hagenbeek, HR Director at jobs@teleon-surgical.com. We are very much looking forward to meeting you!