



IP Manager

Helsinki, Finland



'ASM breathes innovation.
It's in our culture to be creative'

The Opportunity:

You have the opportunity to join a world-leading semiconductor multinational, which is highly respected for its research, innovation and commercial achievements. ASM has been an innovation leader for over 50 years. They have not only contributed to the remarkable advance of the semiconductor industry, they have shaped the industry itself through a series of breakthrough innovations in technologies such as plasma deposition and epitaxy and, since 2000 through Atomic Layer Deposition (ALD). But this success, and their future success, is largely dependent on their ability to develop new products and processes and to improve the features of existing products. Achieving this requires an unparalleled commitment to research and development, which is active at all stages in its life cycle, and the concomitant protection of its innovation through a strong and robust IP policy.

This is where you come in!

ASM is looking to you to join their international IP Department, basing yourself at one of the Corporate R&D (CRD) sites located in Helsinki, Finland, which is responsible for developing new thin film solutions to the semiconductor industry. You will join another IP Manager who is the interface between IP, R&D, Legal and the business. You will be expected to build awareness of IP across the research group, as well as manage the full life cycle of patent matters, with an increasing focus towards commercializing the IP with globally located third-parties. This is not a role which focuses just on substantive patent issues; this role also expects you to take a commercial view of the business, communicating patent strategy across multiple stakeholders but to also take ownership for managing the portfolio, and ensuring maximum protection and enforcement of ASM's IP rights and assets.

Key Objectives:

Reporting directly into the Manager IP Generation and Trademarks, who is located in Almere, the Netherlands, your primary focus will be to foster an innovation culture and develop a patent portfolio that impacts the market and is linked to ASM's product development activities. This requires maintaining close contact with the dynamic and talented inventor community and staying in touch with R&D activities as well as the Global IP team.

Context & Key Relationships:

- Reporting to the Manager IP Generation and Trademarks.
- Engaging with the Global Head of IP in the USA.
- Working closely with CRD (current) IP Managers in Finland and Belgium.
- Providing counsel to the various stakeholders such as the inventors, the Heads of R&D groups, Manufacturing, Marketing, and Legal.
- Engage with customers, suppliers, university partners and other third parties.
- Managing relationships with external Patent Counsels.
- Maintaining and developing an appropriate network inside of ASM to identify and exploit new developments in IP and related areas.

Main Activities:

This role will call for someone who is not only interested in the complex technologies within ASM but who can also understand the IP implications affecting the business, and being able to cut through the noise to communicate IP in a language that your audience will understand. The R&D activities are forever evolving and you will need to develop an appreciation of the competitor landscape and be able to educate and advise the

research groups, not just within Helsinki, but across the other R&D and manufacturing sites: Leuven - Belgium, Phoenix - Arizona, Tokyo- Japan, Cheonan - South Korea and Almere - the Netherlands.

You will be sitting alongside a group of researchers of international status and wide experience and you will report into the Manager IP Generation and Trademarks, who is in Almere, the Netherlands and who in turn reports to the global head of IP in the USA. This is a small IP group, akin to a start-up entrepreneurial environment and as such you will need to be comfortable working independently and with freedom of decision. That being said, you have the support and guidance of the other experienced IP Manager located in Helsinki who has close to twenty years of experience working for ASM. He will help you navigate the organisation in terms of who to be speaking with, how to interact with the stakeholders, and attend relevant IP-related meetings and discussions.

The Helsinki R&D facility is located on the University Campus. The environment is therefore international, open and research driven. With one caveat – ASM is a commercial entity with business aims and objectives. It uses its IP as a strategic tool and the company will look to you to engage with other parties from other companies and be engaged in a range of commercial and transactional matters facing the department. This is an exciting role and an equally exciting time to be with ASM. As the portfolio grows, presently the ASM portfolio consist of substantial mount of influential patents and a good amount of new applications a year coming out of Helsinki, so too will the complexity of the cases, which also has seen contentious matters facing the company. Besides supporting the Helsinki site, you will also have involvement with IP projects arising out of the other research facility located in Leuven and to a lesser extent, in Almere. Travel to these sites as well as occasionally elsewhere will be expected but no more than would be typical of an operational role of this nature. There will also be the opportunity to travel to the United States and Asia.

The first year will see you settle into the post, understanding the science and the technology emanating out of Helsinki and engaging with the right people to help grow and develop the patent portfolio. Going forward, besides taking ownership for some of the transactional IP projects, you will find yourself interfacing more and more with senior management. In summary, there is substantial variety when it comes to this position and the opportunity to grow and develop as an attorney with the growth of the site.

In summary, the role will include the following:

- Implement patent strategy and organise invention selection meetings to select those inventions that are worth a patent application;
- Advise the innovation community and business partners on best positioning of innovation to optimize its protection and exploitation;
- Manage and coordinate with external counsels and be responsible for those as well as towards internal patent drafting;
- Draft, file and prosecute patent applications and manage patent portfolios;
- Secure enforcement of IP rights;
- Identify and assist in the litigation/monetization of IP as needed;
- Assist in the ongoing efficiency initiatives within the department.

Experience Required:

- Degree educated (ideally to Ph.D. level) in Chemistry, Material Science, Semiconductors or similar field.

- You will have a strong desire and foundation in drafting and prosecution activities which can then be tailored to the differing needs of the research groups and cases under your charge.
- You may have come from industry or private practice; both environments are equally useful to the post. What determines who will be suitable will relate to the 'added value' in terms of communication, teamwork, and business acumen.
- You will have worked in cross-functional teams where you understand the importance of communicating IP to a range of internal stakeholders. Equally, if your background is private practice, you will have advised a broad range of functions, each requiring different levels of IP detail in order to facilitate commercial decisions.
- Experience of multiple jurisdictions including the USPTO and/or Asian patent offices, such as KIPO or JPO.
- Ability to foster IP generation effectively in a multicultural, dynamic and demanding business environment.
- Ability to build relationships and networks which are key in achieving goals and make effective use of informal networks to get things done.
- Possessing self-driven management style and operating with a great degree of independence.
- Fluent in English, both verbal and written.

We specially encourage people who are European or Finnish Patent Attorneys or partially qualified to become one to apply as well as other candidates may show a strong motivation, ability and willingness to complete the Patent Attorney examination. Patent Attorneys registered in other countries are also considered such as US, Korea or Japan would be highly encouraged to apply.



The global company ASM is a leading supplier of semiconductor process equipment for wafer processing and is based in 14 countries.

The company was founded in 1968 during the birth of the semiconductor industry and is headquartered in Almere, The Netherlands. Since 1968 they have been coming up with new ways for manufacturers to make microchips smaller, cheaper and more powerful. The scale of their work might be microscopic but the results are enormous. The company which employs over 2000 people had net sales last year of EUR 818 million with a gross profit of EUR 157 million.



ASM pioneered important aspects of many established wafer-processing technologies used in industry, including lithography, deposition, ion implant and single-wafer epitaxy. In recent years, the company brought Atomic Layer Deposition (ALD) and Plasma Enhanced Atomic Layer Deposition (PEALD) from R&D right through to mainstream production at advanced manufacturers sites.

ASM has a proven track record of innovation that spans a wide range of technologies which have become standard among the top semiconductor manufacturers in the world. Using these technologies enables them to create semiconductors the size of a thumbnail, today, that are more powerful than computers the size of a small car were a few decades ago. Progress has been fast and the pace unrelenting so their ability to bring innovations from R&D into volume manufacturing is as sought after now as it was when they were founded in 1968.

For more information, please review their website: www.asm.com