Industrial Engineer

Who are we?
Mykor exists to transform how the world manufactures and builds. We believe the built environment should be able to meet evolving environmental demands without compromising on cost, performance or scalability.

By combining biotechnology, green chemistry and automated manufacturing, we develop the next generation of low-carbon construction products, from prefabricated wall systems to cavity wall insulation.

Location: based in Montemor-o-Novo, Portugal

Job Type: Full-time

We are looking for an Industrial Engineer:

As an Industrial Engineer in our engineering team, you will take our bio-based building materials from process maps to pilot lines and on to first commercial production. You will design processes that are repeatable, safe and cost-competitive with conventional materials, working every day with our product and R&D teams, suppliers and subcontractors.You will work at a fast pace, quickly finding practical solutions for processes and equipment that have not yet been proven at industrial/commercial scale.

Key responsibilities

Scale-up from Pilotto Industrial production

- Turn lab and pilot protocols into documented, repeatable production processes, working side by side with the production team.
- Design and commission the first-of-a-kind industrial plant line.
- Adjust the critical process parameters (temperature, humidity, pH, growth or cure time, contamination control) and their operating windows according to the equipment and scale.

Process, layout and equipment

- Lay out the Industrial/commercial facility and material flow: feedstock handling, inoculation or mixing, growth or curing, drying, finishing and packing.
- Specify and select equipment with suppliers; write user requirement specifications and manage FAT/SAT.

- Build capacity and techno-economic models (unit cost, capex, throughput) that inform pricing, scale-up plans and fundraising.
- Apply Lean thinking from day one: standard work, 5S and visual management.

Quality, testing and certification

- Set up quality control and a factory production control (FPC) system, with in-process checks and batch traceability.
- Coordinate product testing for strength, durability, fire and moisture performance with accredited test labs.
- Support the route to UKCA/CE marking, third-party certification (e.g. BBA) and Environmental Product Declarations (EPDs).
- Manage biosafety, hygiene and contamination controls alongside health and safety duties (COSHH, risk assessments).

Startup operations

- Manage the engineering project for the FOAK factory, working closely with the outsourced engineering company and final clients.
- Source and qualify feedstocks and suppliers, including agricultural or industrial by-products.
- Support trials and pilot projects with customers, architects and contractors.
- Write SOPs, train technicians and help hire the operations team as it grows.

Required Qualifications:

- Degree in Industrial, Chemical, Biochemical, Process, Manufacturing, Materials or Mechanical Engineering, or a related discipline.
- [3–6] years' experience in process engineering, scale-up and/or manufacturing.
- Pilot project delivery: hands-on experience as part of an engineering team that designed, built and implemented a pilot/industrial plant, from concept through commissioning to operation.
- Engineering project management: proven experience managing engineering projects (scope, schedule, budget, risk, suppliers and stakeholders), built on a strong technical engineering background.
- Working knowledge of Lean, statistical process control (SPC) and design of experiments (DOE).
- Strong data skills: Excel plus Python, JMP, Minitab or similar.
- Able to produce process flow diagrams, P&IDs and layouts in CAD.
- Comfortable with hands-on work: building rigs, fixing equipment and running trials.
- Technical Expertise: In-depth understanding of process optimization, lean manufacturing. Capex and Opex estimation. Strong technical knowledge of production equipment and systems.

- Analytical Proficiency: Skilled in process analysis, modeling, statistical analysis, and simulation tools.
- Problem-Solving, Troubleshooting, and Critical-thinking Skills: Exceptional ability to identify and resolve complex process challenges using analytical and innovative approaches. Help with equipment troubleshooting.
- Safety and Compliance: Familiarity with process safety principles, risk assessment procedures, and adherence to regulatory standards.
- Communication: Strong interpersonal, communication and leadership skills, enabling effective collaboration with diverse teams and stakeholders. Speaks English fluently and professionally.

Preferred qualifications and skills

Nice to have

- Biomaterials and bioprocessing: experience with mycelium or other biomaterials, fermentation, cell culture or microbially induced calcite precipitation (MICP).
- Construction industry: background in construction products (concrete, cement, masonry, insulation, timber or composites) and knowledge of construction product regulation, harmonised standards, factory production control (FPC) and UKCA/CE marking.
- Automation and control: hands-on experience with process automation and control systems (e.g. PLCs, SCADA, sensors and data logging).
- Simulation and design tools: proficiency in process simulation software (e.g. Aspen Plus, SuperPro Designer) and CAD (e.g. Fusion 360, AutoCAD).
- Product economics: techno-economic analysis and unit-cost modelling for pricing, investors or grant applications.
- Quality systems: solid understanding of quality management systems and ISO standards (e.g. ISO 9001).
- Sustainability: life cycle assessment (LCA), Environmental Product Declarations (EPDs) or embodied carbon accounting.
- Certifications: Six Sigma Green Belt or other process engineering certifications; Chartered Engineer status or working towards it (IChemE, IMechE or IOM3).

Work Environment:

This position requires someone that would be available to travel to our factory in Montemor-o-Novo. Some travel may be required to support multiple sites or vendor collaboration.

What can we offer you?

At Mykor, we provide an engaging and hands-on role in a pleasant and flexible work environment. The tasks are diverse, offering the opportunity to acquire various practical skills. As a dynamic and youthful company, our production methods and Standard Operating

Procedures (SOPs) mirror this energy, allowing space for personal and professional growth within the organisation.

You'll be part of a welcoming team atmosphere. Our culture holds significant importance, defined by the pillars of "Innovation. Transparency. Sustainable Growth." These principles form the bedrock of our operations, rooted in our values of ambition, responsibility, integrity, and efficiency.

- Salary range dependant on experience €2500 - €3000 per month
- Food allowance €10,20 per day
- Share options package
- 22 days of holiday entitlement annually + bank holidays
- Permanent contract
- Flexible working hours with paid breaks
- Personal training allowance of €500 per year
- Private health insurance
- An opportunity to shape the future of our company and build fun and empowering company culture while aiming to make a meaningful social impact

Diverse and Inclusive Culture:

Mykor values equal opportunities, we aspire to ensure that every member of our team feels esteemed, respected, included, and heard. We actively promote diversity and stand against any form of discrimination.

As a small company with limited resources, we regretfully cannot provide feedback to unsuccessful candidates. Nevertheless, we sincerely appreciate your interest and thank you for considering us.

If you think you can make a real impact on the success of Mykor, we would love to hear from you. Please include a brief note in your application explaining how you think you can contribute to making Mykor a success.

Location: Montemor-o-Novo, Portugal
Start date: Jan-Feb 2027

Our process
Stage 1. Email your CV and Covering letter to ines@mykor.co.uk
Stage 2. First interview with HR
Stage 3. Second interview online with CTO + HR
Stage 4. Third interview in the factory Engineering Team + HR
Stage 5. References if needed - we won't ask for this until after offering you a role.

MYKOR