

System Integration Engineer

Line Management: CEO/Head of R&D Center	Grade: L3 or L4 Job family: Engineer Role: Integration/Interface control
Date Written: 2026. 7. 2.	Date Revised:

Purpose:

To manage AI powered system integration for identified projects;
 To develop integration concepts, required integration system and Procedures;
 To collaborate with other engineers and administrative responsible of EnableFusion.

Major Duties/Roles & Responsibilities

- Manages AI powered system integration activities for identified projects;
- Develops system integration procedures based on AI and documentations;
- Manages interfaces between project components/systems;
- Manages tolerance analysis of integrated components/systems;
- Supports assembly design and activities;
- Manages Reliability/Availability/Maintainability/Inspectability;
- Takes role for possible multifunctional activities requested by managements according to next steps of EnableFusion progress.

Measure of Effectiveness

- Performance of AI powered system integration;
- Performance of interface control;
- Development of reports and documentations of system integration.

Experience & Profile

- **Professional Experience:**
 - At least 7 years' experience working for Design and Analysis on Fusion or Nuclear System;
- **Education:**
 - Bachelor's degree of engineering or higher;
- **Language requirements:**
 - Working level in English (written and spoken).
- **Technical Competencies and demonstrated experience in:**
 - Familiar to system integration of complex system such as Fusion device;
 - Willingness to develop AI powered system integration;
 - Familiar to interface control between components/systems;
 - Familiar to tolerance analysis and control;
 - Possible to communication with international colleagues;
 - Familiar to communication with industrial partners;
 - Possible to development and management of documentation;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand problems accurately.

Configuration Management Engineer

Line Management: CEO / Head of R&D Center	Grade: L3 or L4 Job family: Engineer Role: Configuration management
Date Written: 2026. 7. 2.	Date Revised:

Purpose:

To manage AI powered configuration management for identified projects;
 To manage baseline documents as well as deviations;
 To collaborate with other engineers and administrative responsible of EnableFusion.

Major Duties/Roles & Responsibilities

- Manages AI powered configuration for identified projects;
- Manages baseline documents and deviations;
- Manages document management system and review/approval process;
- Manages risks and opportunities;
- Supports system integration and assembly activities;
- Takes role for possible multifunctional activities requested by managements according to next steps of EnableFusion progress.

Measure of Effectiveness

- Performance of AI powered configuration management;
- Performance of baseline documents and deviations;
- Development of reports and documentations of configuration management.

Experience & Profile

- ***Professional Experience:***
 - At least 7 years' experience working for Design and Analysis on Fusion or Nuclear System;
- ***Education:***
 - Bachelor's degree of engineering or higher;
- ***Language requirements:***
 - Working level in English (written and spoken).
- ***Technical Competencies and demonstrated experience in:***
 - Familiar to configuration management of complex system such as Fusion device;
 - Familiar to baseline documents and deviations;
 - Familiar to document management system;
 - Possible to communication with international colleagues;
 - Familiar to communication with industrial partners;
 - Possible to development and management of documentation;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand problems accurately.

Mechanical Engineer

Line Management: CEO / Head of R&D Center	Grade: L3 Job family: Engineer Role: Thermohydraulic design
Date Written: 2026. 7. 2.	Date Revised:

Purpose:

To manage components and system design and analysis with application of AI/ML
 To develop load specifications and design inputs for identified projects;
 To collaborate with other engineering and administrative responsible of EnableFusion.

Major Duties/Roles & Responsibilities

- Manages design and analysis activities for identified projects;
- Develops load specifications and structural/thermal analysis;
- Manages design and analysis reports and documentations;
- Supports justifications activities for manufacturing process;
- Performs analysis for remedial and corrective actions of non-conformities;
- Performs required analysis during design/manufacturing/operations of identified projects;
- Takes role for possible multifunctional activities requested by managements according to next steps of EnableFusion progress.

Measure of Effectiveness

- Performance of design and analysis with AI/ML
- Performance of integrations;
- Development of reports and documentations of design and analysis.

Experience & Profile

- **Professional Experience:**
 - At least 5 years' experience working for Design and Analysis on Fusion or Nuclear System;
- **Education:**
 - Bachelor's degree of engineering or higher;
- **Language requirements:**
 - Working level in English (written and spoken).
- **Technical Competencies and demonstrated experience in:**
 - Familiar to 3-D CAD System CATIA or equivariant;
 - Willingness to application of AI/ML in digital environment;
 - Possible to communication with international colleagues;
 - Familiar to communication with industrial partners;
 - Possible to development and management of documentation;
 - Familiar to perform design modeling/drawing and analysis;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand problems accurately.

Thermohydraulic Design Engineer

Line Management: CEO / Head of R&D Center	Grade: L3 Job family: Engineer Role: Thermohydraulic design
Date Written: 2026. 7. 2.	Date Revised:

Purpose:

To manage AI powered thermohydraulic design and analysis for dedicated projects;
To manage design of fluid flows and heat transfers of fusion and/or SMR devices;
To collaborate with other engineers and administrative responsible of EnableFusion.

Major Duties/Roles & Responsibilities

- Manages AI powered thermohydraulic design and analysis;
- Manages design of fluid flows and heat transfers;
- Manages documentation and reports of thermohydraulic design and analysis;
- Supports system integration and assembly activities;
- Takes role for possible multifunctional activities requested by managements according to next steps of EnableFusion progress.

Measure of Effectiveness

- Performance of AI powered thermohydraulic design;
- Performance of design of fluid flows and heat transfers;
- Development of documentation and reports of thermohydraulic design.

Experience & Profile

- ***Professional Experience:***
 - At least 5 years' experience working for Design and Analysis on Fusion or Engineering System.
- ***Education:***
 - Bachelor's degree of engineering or higher;
- ***Language requirements:***
 - Working level in English (written and spoken).
- ***Technical Competencies and demonstrated experience in:***
 - Familiar to thermohydraulic design in English;
 - Willingness to develop AI powered thermohydraulic design;
 - Familiar to design of fluid flows and heat transfers;
 - Possible to communication with international colleagues;
 - Familiar to communication with industrial partners;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand problems accurately.

Sales/Procurement Engineer

Line Management: CEO / Head of R&D Center	Grade: L3 or L4 Job family: Engineer Role: Sales/Procurement
Date Written: 2026. 7. 2.	Date Revised:

Purpose:

To manage sales of EnableFusion business;
To manage procurement of system/components for dedicated projects
To collaborate with other engineers and administrative responsible of EnableFusion.

Major Duties/Roles & Responsibilities

- Manages sales of engineering, High Temperature Superconductor, and AI capability;
- Manages procurement of system/components for implementing projects;
- Manages communication with clients and after-service;
- Manages external communications, exhibition, and conferences;
- Supports CCO's activities;
- Takes role for possible multifunctional activities requested by managements according to next steps of EnableFusion progress.

Measure of Effectiveness

- Performance of sales of EnF business;
- Performance of communications with external personnel and organizations;
- Development of reports of results of EnF activities.

Experience & Profile

- ***Professional Experience:***
 - At least 5 years' experience working for Design and Analysis on Fusion or Nuclear System;
- ***Education:***
 - Bachelor's degree of engineering or higher;
- ***Language requirements:***
 - Working level in English (written and spoken).
- ***Technical Competencies and demonstrated experience in:***
 - Familiar to sales of various business models in English;
 - Familiar to procurement of components/system with good negotiation skill;
 - Familiar to management of external communications and events;
 - Possible to communication with international colleagues;
 - Familiar to communication with industrial partners;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand problems accurately.

Project Engineer

Line Management:	Grade: Job family: Project Management Role: Project Control
Date Written: 2024. 1. 3	Date Revised: 2026. 06.

Purpose:

To develop and prepare the implementation plan of the projects for Fusion, Fission Nuclear (SMR) and Accelerator etc.;

To execute project control activities during the implementation phase;

To support all activities relevant to project management for EnableFusion.

Major Duties/Roles & Responsibilities

- Develops, prepares and provides the project schedule with scheduling tool (Primavera P6);
- Controls the schedule of all deliverables and produces the progress/performance and reports by using P6;
- Supports the project management planning including Cost budgeting and Cashflow;
- Prepares a report for the Project Review meetings (Periodic);
- Supports and follow up for the development of WBS in the tendering and implementation phase in accordance with the requirements;
- Communicates with stakeholders on project management activities;
- Supports invoicing tasks under the contract;
- Performs possible multifunctional activities requested by management in line with EnableFusion progress..

Measure of Effectiveness

- Planning and control of project performance;
- Technical performance of P6 program;
- Communications with clients, partners, managements, etc.

Experience & Profile

- **Professional Experience:**
 - At least 3 years' experience working for the project (Engineering, Construction, Manufacturing) development and control of Fission nuclear, Fusion energy, Accelerator, Power plant or Gas & Petroleum plant etc.
- **Education:**
 - Bachelor's degree of engineering or higher
- **Language requirements:**
 - Working level in English (written and spoken).
- **Technical Competencies and demonstrated experience in:**
 - Operating scheduling tool (Primavera P6)
 - Project management relevant certificate (e.g. PMP) will be preferred.
 - Operating Risk assessment tool (e.g. Crystal ball) will be preferred.
 - Proficiency for MS Office especially Excel program.
 - Communicate effectively.

HTS Deposition Specialist

Line Management:	Grade: Principal–Senior Engineer Job family: HTS Wire Process / Fusion grade HTS Conductor & Magnet System Development Role: HTS wire deposition process leader
Date Written: 2026. 7. 5	Date Revised:

Purpose:

- Leading deposition process technologies for the development of high temperature superconducting (HTS) wires and fusion grade HTS conductor and magnet systems.

The position involves:

- Technical leadership in the architecture and advancement of physical deposition processes for HTS wires
- Technology leadership for high current superconducting conductors (SICC) and HTS magnet system.

Major Duties/Roles & Responsibilities:

- Architect and advance HTS wire deposition processes based on IBAD, PLD, and sputtering
- Lead pilot to manufacturing scale up of reel-to-reel processes
- Define process windows and optimize Ic uniformity and microstructural properties
- Lead the development and process integration of high-current stacked HTS conductors (SICC)
- Participate in the development of HTS magnet systems for fusion devices
- Resolve complex process issues using root-cause-based troubleshooting
- Active participation in joint technical projects with domestic and international research institutions and industry partners

Measure of Effectiveness:

- Establishment of an optimized superconducting process system
- Development conductors for fusion using HTS wires
- Collaboration with co-development organizations to advance our work.

Preferred Qualifications:

- Hands on experience in HTS wire or conductor development
- Manufacturing experience with reel-to-reel continuous thin film processes
- Project experience in fusion systems, high field magnets, or cryogenic applications
- Experience in process automation and data driven process management
- Ability to conduct technical meetings and documentation in English

Key Performance Indicators (KPIs)

- Process Excellence: Successful establishment, automation, and stabilization of an optimized, high-yield superconducting deposition system.
- Fusion-Grade Delivery: Timely development and validation of high-performance SICC conductors engineered for extreme nuclear fusion environments.
- Collaborative Milestones: Successful execution of joint R&D milestones, securing key intellectual property and technological advancements with external partners.

HTS Process Engineer

PVD process development:	Grade: Entry-level to Senior Manager Job family: HTS Wire Process / Fusion grade HTS Conductor & Magnet System Development Role: HTS wire deposition process development
Date Written: 2026. 7. 5	Date Revised:

Purpose:

- Development of high-temperature superconducting (HTS) wires and fusion-grade HTS conductor and magnet systems.
- The role involves participation across all stages of process development, from pilot-scale processes to manufacturing-scale process design and optimization.

Major Duties/Roles & Responsibilities:

- PVD Process: Develop and optimize PVD-based HTS wire deposition processes.
- Reel-to-Reel: Design and stabilize Reel-to-Reel dry processing systems.
- SICC Conductors: Develop structural and process technologies for SICC high-current conductors
- Fusion Magnets: Actively participate in the development of HTS magnet systems tailored for nuclear fusion.
- Data & Analysis: Analyze electrical and physical properties to drive data-based process improvements.
- Collaboration: Conduct joint research initiatives with leading domestic and international research institutes and corporate partners.

Qualifications:

- Hands-on research or industry experience in HTS/LTS, nuclear fusion, or Reel-to-Reel manufacturing processes.
- 2D and 3D CAD software certifications; highly capable of drafting and maintaining detailed design documentation.
- Professional working proficiency in English (capable of conducting technical meetings and authoring technical documents).

Measure of Effectiveness:

- Establishment of an optimized superconducting process system
- Development conductors for fusion using HTS wires
- Collaboration with co-development organizations to advance our work.

Key Performance Indicators (KPIs)

- Successful establishment and stabilization of an optimized superconducting process system.
- Successful development of robust conductors for nuclear fusion utilizing HTS wires.
- Tangible research advancements and milestones achieved through strategic collaboration with joint development partners.

AI Engineer

Line Management:	Grade: Job family: Fusion AI Biz Role: AI Engineer
Date Written: 2024. 11. 23	Date Revised: 2026. 06. 18

Purpose:

Design, train, and deploy machine-learning-based AI models that go into real fusion devices, precision manufacturing, and fusion control systems. This role focuses on AI development for fusion-device manufacturing and operation rather than pure AI research, while leveraging modern generative AI, LLMs, and AI agents to accelerate delivery.

Major Duties/Roles & Responsibilities

- Design and implement machine-learning models for fusion and manufacturing systems, including plasma disruption prediction, real-time surrogate models, and precision-manufacturing AI.
- Train models on time-series and multimodal experimental and industrial data.
- Combine physics-based simulation with AI models (e.g., physics-informed ML and surrogate modeling).
- Develop and execute testing and evaluation protocols (including model/LLM evals) to validate AI solutions and continuously enhance their performance.
- Optimize models for real-world system requirements such as latency, stability, and reliability.
- Build end-to-end AI pipelines in collaboration with Data Scientists and RL Engineers.
- Build and integrate LLM- and agent-based applications (e.g., RAG pipelines, multi-agent workflows) to support engineering, simulation, and research tasks.
- Leverage AI coding assistants and agentic development tools to rapidly prototype, implement, and ship AI solutions.
- Research emerging AI technologies and assess their potential applications in fusion engineering.

Experience & Profile

- **Education:**
 - Bachelor's degree or higher in a relevant field (new graduates welcome)
 - We evaluate demonstrated ability to build with AI over formal credentials; a strong portfolio (projects, open-source, competitions) can substitute for a higher degree
- **Language requirements:**
 - Proficiency in English (written and spoken).
- **Required Qualifications:**
 - Solid understanding of machine-learning and deep-learning fundamentals — enough to frame a problem, choose an approach, and judge whether a model is actually working
 - Proven ability to build and ship working AI solutions with AI coding assistants (e.g., Claude Code, Cursor, GitHub Copilot) — turning a spec or idea into running software, and reading, debugging, and validating the AI-generated code (typically Python). Deep expertise in a specific framework such as PyTorch or TensorFlow is not required
- **Preferred Qualifications:**
 - Physics-informed ML and surrogate-modeling experience
 - Scientific computing or simulation-integration experience

- Industrial AI, robotics, or control-system project experience
- Hands-on experience building LLM applications (prompt engineering, retrieval-augmented generation, vector databases)
- Experience with AI agents and orchestration frameworks (e.g., LangChain, LangGraph, LlamaIndex, or comparable tools)
- Depth in a specific ML/DL framework (e.g., PyTorch, TensorFlow, or JAX) for custom modeling beyond what AI coding tools generate
- Experience with 3D modeling on physics engines (Unity, Unreal, Omniverse) and/or cloud platforms (AWS, GCP, Azure)
- A track record of building things — open-source contributions, side projects, or AI/ML competition results

Fusion experience is not required. We are looking for engineers who want to solve fusion problems with AI — physics, manufacturing, and control expertise can be developed together after you join.

Sales & Marketing

Line Management:	Grade: Job family: Commercial Role: Sales & Marketing Manager
Date Written: 2026.06.24	Date Revised: 2026.06.24

Purpose:

As the Sales & Marketing Manager, you will drive EnableFusion’s global market positioning and institutional business development, translating complex fusion requirements into compelling B2B value propositions. Reporting to the CCO, your purpose is to accelerate high-value strategic partnerships, manage customer relationships, and position EnableFusion as the premier global hub for the fusion energy supply chain.

Major Duties/Roles & Responsibilities

- **Strategic Partnership Management:** Identify, cultivate, and manage high-value commercial relationships with sovereign entities, global tech enterprises, and international research facilities.
- **B2B Marketing Infrastructure:** Design and execute data-driven B2B marketing strategies, establishing thought leadership and high-end brand presence.
- **Technical Proposal Architecture:** Lead the creation of commercial proposals and high-level marketing collateral alongside the engineering team.
- **Pipeline & Account Tracking:** Own and manage the commercial pipeline, tracking contract negotiation phases and ensuring seamless onboarding of supply chain partners.
- **Executive Advisory Coordination:** Work closely with the CCO to synthesize market intelligence, competitor landscaping, and global energy policy shifts into strategic growth plans.

Measure of Effectiveness

- **Pipeline Velocity:** Successfully secure and progress strategic commercial leads through the business development pipeline within target timelines.
- **Brand Authority Alignment:** Execute a global marketing and content strategy that verifiably elevates EnableFusion's positioning among top-tier international partners.
- **Proposal Conversion:** Deliver high-quality, technically accurate commercial proposals that meet international procurement standards.

Experience & Profile

- **Professional Experience:**
 - At least 3 years’ experience working in B2B enterprise sales, institutional business development, or strategic marketing within deep-tech, aerospace, complex energy infrastructure, or high-value heavy industry manufacturing.
- **Education:**
 - Bachelor’s degree in Engineering, Business, or a related quantitative field
- **Language requirements:**
 - Proficiency in English (written and spoken). Korean is a plus.
- **Technical Competencies and demonstrated experience in:**
 - Elite complex-sale positioning and technical storytelling, with a proven ability to translate dense engineering capabilities, AI integration, and heavy industrial hardware value into executive-ready commercial material.

Financial Planning

Line Management:	Grade: Job family: Finance Role: Financial Planning Manager
Date Written: 2026.06.24	Date Revised: 2026.06.24

Purpose:

As the Financial Planning Manager, you will build and own the models that drive capital allocation and venture capital fundraising. Reporting to the CFO, your purpose is to safeguard our runway, optimize financial efficiency, and establish best practices.

Major Duties/Roles & Responsibilities

- **Financial Modeling:** Own and stress-test the core 3-statement financial model.
- **Fundraising & Investor Relations Support:** Manage investor data rooms and coordinate financial due diligence deliverables.
- **Cap Table Tracking:** Evaluate the dilutive impact of potential funding structures, equity rounds, and employee option pools.
- **Capital Allocation Analysis:** Build scenario models to evaluate high-value CapEx decisions and international supply chain costs.
- **Cash-Burn Monitoring:** Evaluate monthly budget-to-actual variances and provide early-warning indicators on runway trajectory.
- **Project Tracking & Analysis:** Track the financial health and working capital cycles of international projects.
- **Executive Presentations:** Translate complex financial datasets into high-level strategic presentations for the CFO and Board.

Measure of Effectiveness

- **Forecast Precision:** Maintain a zero-error master financial model that limits monthly cash-burn variances to less than 10% of projections.
- **Fundraising:** Deliver institutional-grade data rooms that eliminate delays in due diligence.
- **Capital Efficiency:** Provide clear CapEx and supply chain sensitivity analysis that optimize working capital across multiple parallel international projects.

Experience & Profile

- **Professional Experience:**
 - At least 3 years' experience in Corporate FP&A, Investment Banking, Venture Capital, or Big Four Transaction Advisory
- **Education:**
 - Bachelor's degree in Finance, Accounting, Economics, or a highly quantitative field.
- **Language requirements:**
 - Proficiency in English (written and spoken). Korean is a plus.
- **Technical Competencies and demonstrated experience in:**
 - Elite, from-scratch 3-statement financial modeling and CapEx scenario analysis, with a demonstrated ability to translate complex engineering milestones into institutional-grade investor presentations and financial forecasts.

Line Management:	Grade: Job family: G & A Role: HR Operations Manager
Date Created: 2026. 06. 17	Revision Date:

HR Operations Manager

Purpose:

- Establish HR operations processes covering recruitment, evaluation, development, and compensation;
- Place the right people in the right roles and build an environment that motivates employees and fosters engagement;
- Achieve business goals and performance by strengthening the competitiveness of human resources.

Major Duties / Roles and Responsibilities:

- Introduce and operate a Human Resource Information System (HRIS) covering domestic and overseas recruitment, performance appraisal, and attendance/service management;
- Compensation tasks including benefits administration, payroll/severance pay, the four major insurances, and year-end tax settlement;
- Recruitment branding, including defining the ideal talent profile through competency modeling and building an EVP;
- Establish the integrity of HR data and automate repetitive tasks;
- Operate recruitment-linked internships and build an always-on application system to secure a talent pool;
- Respond to regulatory bodies such as the Ministry of Labor and manage related risks;
- Build a vibrant organizational culture and handle employee grievances.

Experience and Profile:

- **Professional Experience:**
 - Applicants with 3+ years of relevant experience preferred
- **Education:**
 - Bachelor's degree or higher in a related field
- **Language Requirements:**
 - Fluent in English (written and spoken)
- **Skills and Demonstrated Experience:**
 - Knowledge of labor-relations laws such as the Labor Standards Act and performance of related work;
 - Designing/operating HR systems at a startup;
 - Introducing/operating SaaS-based HR systems such as Flex;
 - Ability to collaborate with colleagues/partners and communicate smoothly;
 - Ability to support data-driven HR decisions and drive efficient process improvements.

