

Job Openings on InnoBay Career Fair

10am – 3pm, Saturday, April 25, 2026

Location: UG Floor, Martin Ka Shing Lee Innovation Building, HKUST

01 Fast Light Technology Limited

Fast Light Technology Limited, founded in 2024, is a spin-off from the State Key Laboratory of Displays and Opto-Electronics at the Hong Kong University of Science and Technology. We are dedicated to the industrialization of ferroelectric liquid crystal (FLC) materials. Our work focuses on fundamental research and on improving our liquid crystal materials to enhance performance and optimize manufacturability for a wide range of applications, including AR/VR head-mounted displays, energy-efficient large-scale LCDs and projection systems, optical communications, and laser detection and ranging. We plan to establish production lines in both Hong Kong and the Greater Bay Area. Our commitment to innovation drives us to explore new use cases, ensuring our technologies meet current market demands while paving the way for future advancements across multiple sectors.

Position: Optical Design Engineer (Projection Engine)

Summary Responsible for the optical design, simulation, testing and mass-production support of projection engines used in display products.

Key Responsibilities

- Perform optical system design and component selection for projection engines.
- Run optical simulations and analyze results to meet performance targets.
- Develop and execute optical tests; validate designs through prototyping.
- Support transfer to volume production and resolve production issues.
- Collaborate with mechanical, electrical and manufacturing teams to meet product timelines.
- Document design specifications, test reports and SOPs.

Qualifications

- Bachelor's or Master's degree in Optical Engineering, Physics, Applied Physics or related field.
- 2–5 years' experience (Junior/Intermediate); 5+ years with full project ownership for Senior role.
- Proficiency in optical design and simulation tools (e.g., Zemax, Code V or equivalent).

- Experience with optical testing equipment and manufacturing processes preferred.
- Strong problem-solving, communication and cross-functional teamwork skills.

Position: Display Driver Engineer (LCD Panel Driving & Testing)

Summary Design, test and optimize LCD driver circuits and signal interfaces to ensure display performance and reliability.

Key Responsibilities

- Design and implement LCD driver circuits and interface electronics.
- Develop and execute test plans for driver ICs and display modules.
- Optimize signal integrity and timing for high-quality display output.
- Debug hardware and firmware issues; collaborate with IC vendors and cross-functional teams.
- Prepare technical documentation and validation reports.

Qualifications

- Bachelor’s or higher in Electrical Engineering, Electronics, or related field.
- 0–5 years’ experience (Junior/Intermediate); 5+ years for Senior with expertise in high-speed interfaces.
- Experience with display driver circuits, LVDS/MIPI/DSI or other high-speed interfaces.
- Good troubleshooting skills and ability to work in cross-disciplinary teams.

Position: LCD Test Engineer (Cell Fabrication & Testing)

Summary Responsible for optimizing LCD cell fabrication processes and conducting performance and reliability testing.

Key Responsibilities

- Develop and optimize processes for LCD cell fabrication and assembly.
- Design and perform performance and reliability tests (electrical, optical, environmental).
- Analyze test data and implement process or design improvements.
- Establish and maintain testing standards, procedures and documentation.
- Work with R&D and manufacturing teams to ensure product quality and yield.

Qualifications

- Bachelor’s degree in Materials Science, Physics, Electronics, or related discipline.
- 0–4 years’ experience (Junior/Intermediate); 4+ years for Senior with deep knowledge of test standards and processes.
- Familiarity with LCD cell fabrication techniques and common test equipment.

- Strong data analysis skills and attention to detail.
- Experience with reliability testing standards preferred.

Position: Head of Liquid Crystal Device R&D (New Display Device Development)

Summary Lead R&D for fast liquid crystal and other novel display device technologies; define technical strategy and guide a multi-disciplinary team to develop next-generation display devices.

Key Responsibilities

- Lead and manage the device R&D team, recruit and mentor engineers and researchers.
- Define technology roadmaps and project plans for fast liquid crystal and related devices.
- Drive prototype development, performance validation and transfer to pilot production.
- Coordinate cross-functional efforts across optics, electronics, materials and manufacturing.
- Represent the team in technical reviews and contribute to IP strategy and publications.

Qualifications

- Master's or PhD preferred in Materials Science, Physics, Electrical Engineering, or related field.
- 5+ years of device R&D experience, with proven track record in display device development.
- Experience in team management or as a technical lead for large projects.
- Strong leadership, project management and communication skills.
- Background in liquid crystal technology, novel display materials or device physics is required.

02 Stellerus Technology Limited

Founded in November 2023 and incubated by The Hong Kong University of Science and Technology, the company is led by a founding team comprising experts in artificial intelligence, meteorology, and remote sensing, including a former NASA principal scientist. The team helped HKUST to launch of the first high-resolution remote sensing satellite in Hong Kong's higher education sector and is set to deploy the world's first high resolution Green House Gas Observatory on China's Tiangong Space Station this May.

By leveraging its Feilian constellation, an integrated space-air-ground sensing network, and a self-developed AI analytics engine, the company delivers global, kilometer-scale,

hourly updated wind field observation and forecasting—overcoming key industry challenges such as the high cost, low accuracy, and limited coverage of traditional 3D wind field monitoring.

The company already serves leading enterprises such as China Energy Engineering Corporation and China Huadian and has established collaborations with national-level institutions including the China Meteorological Administration and the Hong Kong Observatory. It has received support from various Hong Kong government agencies and was awarded the Gold Medal at the 2025 Geneva International Exhibition of Inventions.

Position: Algorithm Engineer (Full-time)

Location: HK / SZ

Model Dev: Train high-accuracy models (Transformer, PatchTST).

Generative AI: Develop Diffusion Models for downscaling.

Tech Stack: 3+ yrs exp / Expert in Python & PyTorch.

Full Lifecycle: From data sampling to Cloud deployment.

Position: Digital Twin R&D Engineer (Full-time)

Location: HK / SZ

3D Visualization: Build disaster modules via Cesium / UE 4/5.

Data Fusion: Real-time sync via MQTT / WebSocket / IoT.

AI Simulation: Integrate AI with hydrological/geological models.

Tech Stack: Expert in C++ or TS/JS; familiar with GIS.

Position: Meteorological AI Algorithm Intern

Location: HK

Data Ops: Preprocess Satellite/Radar & Spatiotemporal data.

AI Models: Optimize Wind Power & Typhoon tracks with NWP.

Validation: Evaluate via TS Score, RMSE, and MAE.

Majors: Atmospheric Science, CS, or Data Science.

Position: Data Engineering Intern

Location: HK

PB-Scale: Build & optimize end-to-end data pipelines.

ETL Dev: Real-time & Batch ETL via Spark / Flink.

Data Lake: Architecture via Hive / Iceberg / Hudi.

Engineering: Implement CI/CD, testing, & monitoring.

Position: Energy Trading Research Intern

Location: HK

Job Scope: Research existing strategies and market participants to design meteorology-based trading strategies.

Tech Stack: Proficiency in programming (preferably Python) for data analysis and strategy back-testing.

Spirit: Proactive, intellectually curious, with a strong interest in energy trading.

03 PointFit Technology Limited

We are developing a skin patch that tracks health conditions through sweat in a non-invasive and continuous manner. Our vision is to bring biochemical monitoring, which traditionally was confined to blood tests or hospital settings, to accessible and real-time wearable tech.

Notable Achievements:

- Winner of ASICS Accelerator Grand Prize (2022), CES 2026 Innovation Award (Digital Health), Featured in Forbes Asia 100 to Watch (2022) and Forbes 30 Under 30 Asia – Healthcare & Science (2023)
- Research partnerships with global sports brands, professional/national teams, elderly care homes, and hospitals

Internship Positions

Chemical Engineering Intern (ITC-STEM; Jun to Aug 2026)

An opportunity for students to apply chemical engineering principles in real-world industrial or research settings.

Responsibilities:

- Evaluate sensor performance using electrochemistry workstation (e.g. cyclic voltammetry, differential pulse voltammetry, etc.)
- Assists in developing polymer and chemical synthesis on top of polymer membrane
- Assists in sample preparation and modification Conduct literature research, comparison with existing studies
- Work with hardware and software developers for sensor to device integration

Qualifications:

- Y3 or above in Chemical Engineering/ Biomedical Engineering /Chemistry /Biotechnology, or related discipline
- Proven experience with electrochemical analysis techniques, such as cyclic voltammetry (CV), chronoamperometry (CA), and differential pulse voltammetry (DPV)
- Strong research skills, including literature review, data analysis, and benchmarking against industry studies.
- Fluent in English; Cantonese/Mandarin are a plus

Electronic Engineering Intern (ITC-STEM; Jun to Aug 2026)

Focuses on circuit design, testing, and troubleshooting of electrical systems. Ideal for students seeking hands-on experience with hardware components.

Responsibilities:

- Design and test electrical circuits under supervision.
- Perform system diagnostics and help troubleshoot hardware issues.
- Document design changes and test results.
- Assist with development and maintenance of BLE firmware to support robust wireless connectivity and device operation.

Qualifications:

- Y3 or above in Electronics Engineering, Computer Engineering, or equivalent
- Demonstrate problem-solving skills through innovation, hypothesizing, design and implementation analytically and quantitatively.
- Strong interest in wearables, healthcare and sports science industry
- Familiarity with Altium Designer and Nordic's Development Platform are a plus
- Fluent in English; Putonghua/Cantonese are a plus.

Electronic Engineering Intern (ITC-STEM; Jun to Aug 2026)

A hands-on role for those passionate about turning concepts into physical products.

Responsibilities:

- Generate 2D sketches, 3D renderings, control drawings of our hardware design
- Generate Industrial visualization and assist in Product Demo (All-round-view 360 model)
- Conduct research on new technologies, materials, production processes, and trends so as to support product development process
- Participate in design reviews and provide feedback.

Qualifications:

- Y3 or above in Mechanical Engineering, Electrical Engineering, Product Design, or related field.
- Proven experience in product engineering (wearables, biosensors, MedTech, or consumer electronics) preferred.
- Proficient in CAD/CAM (SolidWorks/AutoCAD).
- Hands-on prototyping (3D printing, sensor integration) and testing (environmental/reliability).
- Fluent in English; Mandarin/Cantonese are a plus

Front-end Developer Intern: UI/UX (ITC-STEM; Jun to Aug 2026)

This role is for those interested in creating intuitive and visually appealing user interfaces. The intern will focus on translating design mockups into functional web elements.

Responsibilities:

- Prepare UX/UI design and materials including wireframing, mockup and rapid prototyping for various interfaces, including websites, mobile apps by using design software and technologies (e.g., Figma, Sketch and Photoshop etc.).
- Analyze current user journey to understand motivation, expose pain points, issues and improvement opportunities.
- Conduct user research, user testing, project evaluation and propose solutions to optimize customer experience.

Qualifications:

- Proficiency in Figma, Sketch, Adobe CS or other visual design and wire-framing tools to depict the user experience in journey maps, flow diagrams, prototypes, responsive web design, data visualization, UI mock-ups.
- Experience in web design with all-rounded design knowledge., interface design, HTML5, CSS, SASS etc.
- Creative, well-organized, independent, self-initiated, and with a strong sense of responsibility

Technical Business Analyst Intern (Life Sciences) (ITC-STEM; Jun to Aug 2026)

Bridging the gap between business needs and technical solutions within the life sciences sector.

Responsibilities:

- Technical Systems Modeling: Collect operational data to build analysis models and define IT requirements for business execution.
- Solution Architecture: Assist in client meetings to develop end-to-end solutions, including data logic, data flow, and functional specifications.
- Scientific Multimedia Production: Use Adobe Premiere Pro, CapCut, and Photoshop to translate complex biology (e.g., respiration and kinetics) into technical video/visual content.
- Technical Outreach: Manage LinkedIn, DMs, and KOL engagement using scientific literacy to communicate technical value and brand authority.

- **Market & User Research:** Conduct research and requirement studies to document and optimize business process flows.
- **Operations & Talent Sourcing:** Handle business emails with "Zero-Inbox" efficiency and manage the recruitment funnel for STEM-qualified candidates.
- **Data-Driven Strategy:** Analyze marketing metrics to architect future growth plans based on quantitative engagement performance.
- **Technical Interface:** Act as a bridge between R&D and business development, requiring a foundational understanding of metabolic pathways.
- **Creative Software Mastery:** Execute high-level design tasks using Canva, Illustrator, and Photoshop for technical documentation and assets.

Qualification:

- **Scientific Literacy:** A foundational understanding of metabolic pathways and the ability to communicate technical value with brand authority.
- **Software Proficiency:** ○ **Creative:** High-level mastery of Canva, Adobe Illustrator, and Photoshop. **Video:** Experience in technical multimedia production via Premiere Pro and CapCut.
- **Analytical Skills:** Ability to perform data-driven strategy and systems modeling to improve business logic.
- **Communication:** Strong technical writing and outreach skills for managing high-level professional relationships and STEM-focused talent sourcing.
- **Operational Discipline:** Exceptional organizational skills with a commitment to efficiency and "Zero-Inbox" management.

Product Design Engineer

The Full-Time Product Designer will be responsible for the end-to-end design process, ensuring products are functional, aesthetic, and aligned with business goals.

Responsibilities:

- Drive prototype iterations using CAD (SolidWorks/AutoCAD), 3D printing, and bench testing.
- Manage Shenzhen/GBA manufacturers for production scaleup and QC.
- Create technical docs, ECNs, and stakeholder/investor presentations.

Qualifications:

- Bachelor's/Master's in Mechanical Engineering, Electrical Engineering, Product Design, or related field.
- 2+ years in product engineering (wearables, biosensors, medtech, or consumer electronics) preferred.
- Proficient in CAD/CAM (SolidWorks/AutoCAD).
- Hands-on prototyping (3D printing, sensor integration) and testing (environmental/reliability).
- Fluent in English; Mandarin/Cantonese are a plus.

Full Stack Software Engineer

The Full Stack Developer will be crucial in developing both the server-side logic and the client-side visual elements of our applications.

Responsibilities:

- Build responsive web (React/Astro/Solid) or mobile (React Native + Expo) UIs with UX focus, brand consistency, reusable components, and cross-device performance.
- Design/manage SQL/NoSQL databases; develop secure Node.js + TypeScript server logic and REST/GraphQL APIs.
- Write clean, documented code; perform testing, debugging, and reviews.
- Collaborate cross-functionally for scalable, high-quality delivery

Qualifications:

- Bachelor's or above in CS, Programming, or related field.
- Proficient in HTML/CSS/JS/TypeScript, React (or similar), Node.js + Express; Solidity & jQuery a plus.
- Strong responsive/adaptive design, SEO, and design principles; skilled in Figma/Adobe Illustrator.
- Experienced with MongoDB/NoSQL, GCP/AWS, Docker (K8s a plus), server-side CSS a bonus.
- Fluent in English; Cantonese/Mandarin are a plus.

Electrical Engineer

The Full-Time Electrical Engineer will focus on the design, development, and maintenance of complex electrical systems and components.

Responsibilities:

- Manage and coordinate R&D projects through all phases of design, prototype builds, manufacturing and qualification.
- Design and develop PCBs, delivering reliable and efficient layouts that meet functional, performance, and manufacturability requirements.
- Lead comprehensive testing and validation of device performance.
- Develop and maintain BLE firmware to support robust wireless connectivity and device operation.

Qualifications:

- Bachelor's degree or above in Electronics Engineering, Computer Engineering, or equivalent.
- Demonstrate problem-solving skills through innovation, hypothesizing, design and implementation analytically and quantitatively.
- Strong interest in wearables, healthcare and sports science industry
- Familiarity with Altium Designer and Nordic's Development Platform are a plus
- Fluent in English; Putonghua/Cantonese are a plus.

04 Zonic Tech Limited

Zonic Tech Limited is an AI Video Editing Platform developing an agentic multimedia data supply chain for the media and enterprise ecosystem. We address the mismatch between the increasing demand for high-quality video content and the labor-intensive constraints of traditional post-production workflows.

AI Engineer Intern

What you'll do:

- Design LLM agents with tool-calling & multi-step reasoning
- R&D in video scene detection & semantic understanding
- Ship production-ready AI features end-to-end

What we're looking for:

- Currently pursuing a degree in Artificial Intelligence, Computer Science, Computer Engineering, Data Science, or any related STEAM discipline.
- Proficient in programming languages such as Python and TypeScript.
- Hands-on experience with modern frontend and backend frameworks, such as ReactJS, AngularJS, NextJS, Tailwind CSS, FastAPI, Django/Flask, etc..
- Ability to leverage AI or AI-assisted development platforms (e.g., OpenAI Codex, GitHub Copilot, Cursor, Claude Code) to optimize engineering workflows.

05 Acoustic Metamaterials Group Limited

Executive Assistant to the CEO

Job Responsibilities

- Provide high-level administrative and organisational support to the CEO, ensuring priorities, schedules, documentation, and follow-up actions are managed effectively
- Support the CEO in drafting, reviewing, and coordinating documentation for government or university-funded project applications, while tracking deadlines, milestones, and required follow-up actions
- Assist in the preparation, compilation, and submission of documentation for company financing processes, liaising with internal stakeholders to gather information and monitor progress through completion
- Prepare meeting materials, reports, presentations, and correspondence as required, and support follow-up on key decisions and action items
- Coordinate with internal teams and external stakeholders to ensure timely communication, accurate information flow, and effective execution of assigned tasks
- Manage day-to-day documentation and administrative activities to support smooth internal operations and maintain accurate, well-organised records
- Handle ad hoc assignments and additional responsibilities as directed by the CEO or management
- Maintain strict confidentiality and discretion in handling sensitive information, documents, and business matters

Job Requirements

- Bachelor's degree or above in Business Administration or a related discipline; postgraduate qualifications would be an advantage.
- 1–2 years of relevant experience in administration, executive support, coordination, or a similar role is preferred
- Excellent written English skills, with the ability to draft clear, professional, and well-structured documents; good written Chinese is an advantage
- Strong verbal communication skills in Cantonese, English and Mandarin.
- Highly organised, detail-oriented, and able to manage multiple tasks, priorities, and deadlines effectively
- Discreet and trustworthy, with proven ability to handle confidential and sensitive information with professionalism
- Proficient in Microsoft Office applications, particularly Word, Excel, and PowerPoint.
- Able to work independently while also collaborating effectively with internal and external stakeholders in a fast-paced environment
- Strong interpersonal and communication skills, with the ability to coordinate across different teams and present information clearly
- Background in STEM disciplines would be an advantage; exposure to legal, financial, funding, or corporate documentation would be a plus
- Proactive, responsible, and diligent, with a strong sense of ownership and follow-through

Research and Development Engineer

Job Responsibilities

- Participate in the research and development of advanced acoustic technologies and acoustic metamaterial products for both scientific and commercial applications
- Analyse noise, vibration, airborne sound, and airflow-related problems using theoretical, numerical, and experimental methods
- Design, set up, and perform laboratory experiments and measurements to evaluate acoustic, vibration, and airflow performance
- Conduct numerical modelling, simulation, and data analysis to support research studies, product design, and performance optimisation

- Develop, maintain, and improve proprietary scripts, computational tools, and codes for acoustic analysis, metamaterial design, simulation, and measurement
- Work closely with theoretical physicists, scientists, senior engineers, and product teams on experimental studies, algorithm development, and product innovation
- Support the design, prototyping, testing, and validation of acoustic metamaterial structures and soundproofing products
- Contribute to the translation of research outcomes into practical product concepts, including customised soundproofing solutions
- Participate in on-site acoustic diagnosis and support the development of application-specific solutions for customer or project requirements
- Prepare technical documentation, experimental records, research reports, and development updates to support internal decision-making and external collaboration

Job Requirements

- PhD in Physics, or a closely related discipline with a strong academic foundation in acoustics, wave physics, metamaterials, or related areas, would be highly preferred
- Strong knowledge of acoustics and metamaterials is essential; experience in fluid mechanics and aeroacoustics would be an advantage
- Strong interest in acoustic fundamentals, material physics, numerical methods, and the practical development of acoustic technologies
- Hands-on experience in designing, setting up, and conducting standard acoustic experiments and laboratory measurements
- Experience in coding for scientific data analysis, modelling, simulation, and hardware control would be preferred
- Proficiency in programming and computational tools such as Python, C, C++, Mathematica, MATLAB, and LabVIEW
- Experience in research and development within acoustics, metamaterials, applied physics, or related technical fields would be preferred; exposure to product development or production processes would be a plus
- Experience contributing to research projects, technical development programmes, scientific publications, or commercial product development would be an advantage

- Strong analytical and problem-solving skills, with the ability to manage multiple priorities, interpret results critically, and support both research and product development milestones
- Ability to work independently while also collaborating effectively with scientists, engineers, and multidisciplinary teams
- Good written and verbal communication skills, with the ability to present technical findings clearly and contribute to research, development, and product-related documentation