

Group R&D Manager

- Lead global innovation at DAFA in Brabrand

Are you ready to shape the future of innovation in a global manufacturing company?

DAFA is looking for a Group R&D Manager to lead our international R&D organization and drive the development of innovative, market driven solutions.

DAFA Group is an established international company specializing in solutions for sealing, protection, and absorption across industries such as construction and manufacturing. With headquarters in Denmark and production sites in Italy, Poland, and China, DAFA combines strong technical expertise with ambitious growth plans and a clear commitment to sustainability.

Leadership of a Strong Professional Environment

Reporting to the Group COO, you will be responsible for leading and developing DAFA's global R&D function across Denmark, Poland, and China. You will play a key role in ensuring that ideas are transformed into high quality, competitive products with clear customer value.

You will join a team with high level of expertise and significant potential, where there are strong opportunities to strengthen processes and execution. An important part of the role will be to further develop collaboration across locations and ensure better utilization of resources and competencies.

The role also includes customer activities, where, in close collaboration with the sales organization, you will participate in customer visits both domestically and internationally. It is essential that you understand customer needs and translate market insights into concrete development projects and solutions.

You can look forward to the following responsibilities:

- Lead and develop DAFA's global R&D organization, including ensuring strong collaboration across locations and improving integration
- Own and further develop R&D governance and the Project Model, balancing structure and flexibility in short deadlines
- Actively support the sales organization through technical sparring and participation in customer meetings
- Ensure high technical quality, risk management, manufacturability, and efficient handover to production

You will also become part of the Operations leadership team, working closely with other key functions in the organization.

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Why Choose DAFA?

You will join an organization with strong competencies and high ambitions, where you can help turn potential into tangible results. This role offers the opportunity to shape and strengthen the R&D function and set the direction for how innovation and product development are driven forward, with a clear link to the market and customers.

With an ambitious Group COO as your sparring partner, you will have a real opportunity to create visible improvements and directly contribute to the company's competitiveness.

Experienced R&D Leader with Global Vision

You are a strong technical leader with a commercial mindset and a passion for turning ideas into value. You thrive at the intersection of technology, business, and customer needs, and you know how to create engagement and direction in an international environment.

We expect that you:

- Hold a relevant technical degree (e.g., Engineering or similar)
- Have experience leading R&D or product development in an international manufacturing environment
- Bring proven leadership experience across cultures and geographies
- Combine technical expertise with business understanding
- Have experience with governance, processes, and standardization in R&D
- Communicate fluently in English and Danish

As a leader, you are:

- Clear and engaging in your communication
- Structured and execution focused
- Driven by continuous improvement and innovation
- Skilled at building trust and strong collaboration

You should expect approximately 30-50 travel days annually, primarily within Europe and other R&D locations, with increased presence in Poland during the initial period.

Read more and apply [here](#)  The recruitment is handled by **ACTIEF HARTMANN**.



Who we are

Making small invisible changes with a big impact...

At DAFA, we seal, we absorb, and we protect.

With a passion for foam and rubber, we are specialized in making small invisible changes with a big impact. We seal cold air from hot air - and absorb sound to create silence. We dampen vibrations, and we protect objects against shocks and damage. And while our products may seem unnoticeable, they are always irreplaceable.

It all started in 1939 in Denmark.

What began as an entrepreneurial family business producing sealing strips of bronze has today expanded into an international operation - manufacturing the unimaginable across three continents. We cut, we print, and we innovate new solutions. From small nose pads for face masks to protecting large wind turbine blades during transportation, we combine cutting-edge production equipment with great engineering skills and know-how to develop solutions geared to the demands of the future.

But it all begins with our people.

Engineers, operators, or quality controllers. At DAFA, everyone is a master of their craft, united into a culture like a family. Our ambitions are global, but our values are practical and local.

World-class solutions driven by our passion for innovation and sustainability.

Like our products, being visible to the world is not the most important for us. We simply care about being good at what we do and the difference we can make. We go to work every day to earn the trust of each other and our customers - together shaping the future of manufacturing by pushing the industry standards for quality and more sustainability.

We want our 'invisible' products to bring a noticeable impact and make DAFA the best in the world at what we do. Seal, absorb, and protect. One innovative solution at a time.

For more information about DAFA, visit us on [LinkedIn](#) or dafa-group.com

Watch a short movie about DAFA [here](#)



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