

Young Professional Program

Grow your impact!

Are you a young professional working within the Dutch Photonic Chip Industry with around **0-3 years of experience?** And are you looking to boost your personal and professional growth while strengthening your network? Then the Young Professional Program is something for you!

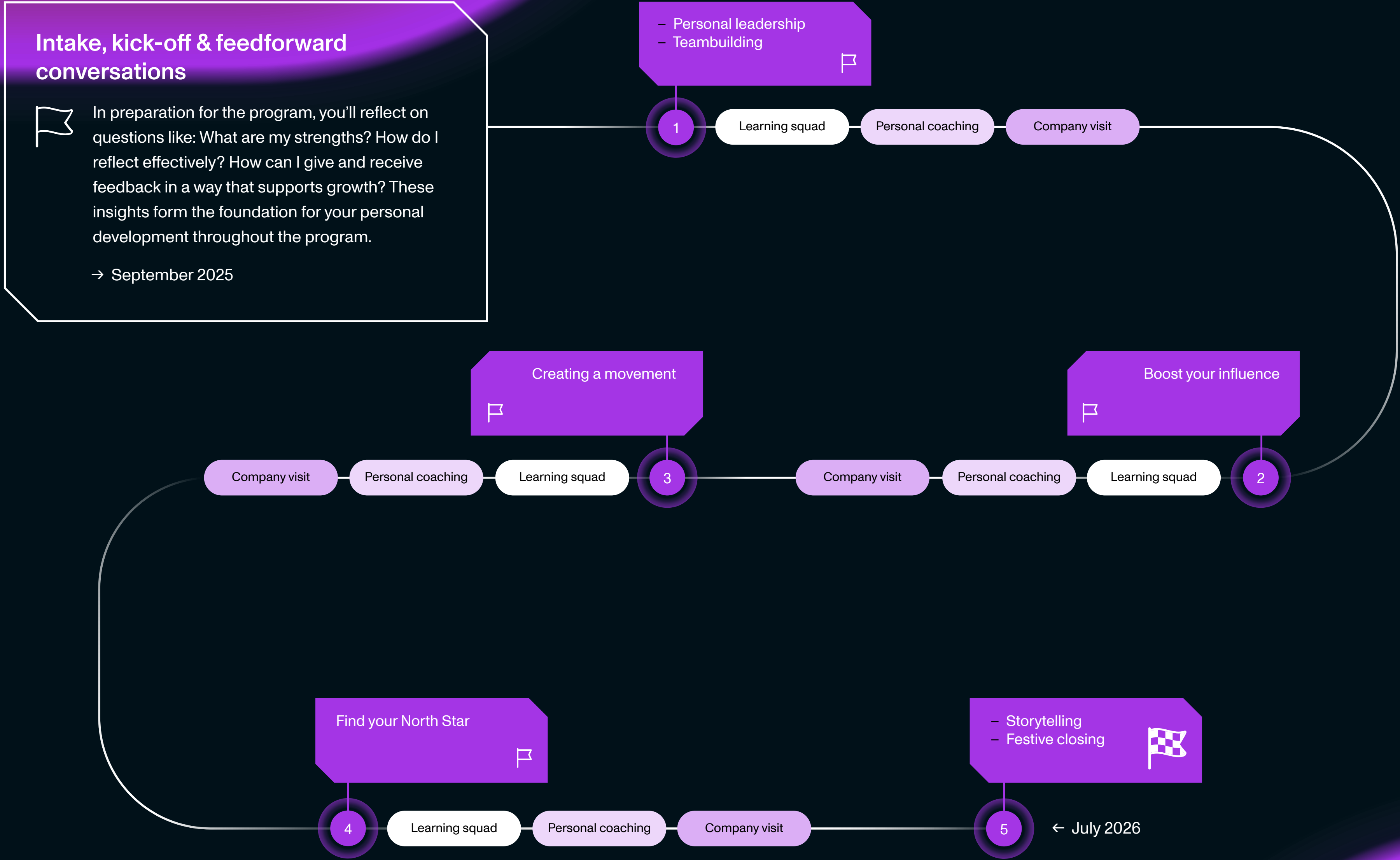
Over the course of **12 months**, you'll be part of a close-knit group of about 12 specialists, all working at organizations within the integrated photonics industry – and all part of the fast-moving PhotonDelta ecosystem. Together, you'll dive into a powerful development journey combining training modules, peer learning, coaching, and company visits. Through hands-on experiences – like creating a movement within your organization and crafting your personal mission – you'll strengthen both your confidence and your impact.

Organizations within the PhotonDelta Ecosystem move fast – and so do you. But growth takes attention. This program creates a space to pause, reflect, connect, and accelerate. Together.

“The program is empowering, inspiring and very personal. It helps you grow personally and with that comes the rest.

Beatrix Bos - Carbyon

Your learning journey



Training modules

- 1 Personal leadership & teambuilding (2-day, with overnight)** / During this inspiring start, you will refine your development goals, share them with others, and build the foundation for a strong learning team.
- 2 Boost your influence (1 day)** / A full-day session with professional actors focused on communication and influencing tools, combined with practical exercises using your own challenging cases
- 3 Creating a movement (1 day & project)** / You'll work on a concrete improvement opportunity within your organization. Based on a structured and proven method from the scale-up and start-up world, you'll design and run your own project to foster a transition in your organization.
- 4 Find your North Star (1 day)** / You are in the driver's seat of your own career. In this training, you'll define your personal mission statement to guide your development journey.
- 5 Storytelling & Festive Closing (1 day)** / Reflect on your learnings and discover the technique and power of storytelling – a powerful tool to get people along. Together, we'll celebrate the end of the program by sharing personal stories.

What to expect?



Learning Squad

- A small peer group to reflect, give feedback, and support
- 4 guided sessions across the program



Company visits

- Knowledge sharing & networking
- Introduction session on the Dutch Photonic Chip Industry
- 4 visits to partner companies within the PhotonDelta Ecosystem
- Sharing best practices and learning from real-world challenges



Personal coaching

- 3 individual 1-on-1 sessions with a professional coach
- Focus on your personal themes and growth areas

The trainers



Maijke Receveur

With a Bachelor's degree in Industrial Design and a Master's degree in Innovation Management, I've uncovered a great synergy between the design process, and organizational development. I love to support (fast-)growing impact organizations with this knowledge. Having spent over 6 years of scaling with Lightyear, a Dutch high-tech company that developed solar-powered electric vehicles, and freelancing with various start- and scale-ups, I bring hands-on experience to the table of this program. It's a program that gets me super excited as I can totally relate!



Nicole Tap

For me, growth begins with honesty — about what's happening inside, what drives you, and what might be holding you back. As a trainer, I'm curious about the layers of both individual and group dynamics. I create spaces where it feels safe to be real, and where we challenge ourselves to move, grow, and stretch. In this program, I bring everything I've learned through guiding others— and just as much from my own journey. Because I truly believe: we're always both student and teacher.

Who can join?

- You work in the integrated photonics industry, at a partner organization in the PhotonDelta Ecosystem.
- You have 0–3 years of work experience
- You're open to exploring yourself and willing to invest in your personal development
- You're ready to commit ~3 days/month (1 during work hours)

Don't meet the profile 100% but still interested? Feel free to apply – we'll explore together whether the program is a good fit for you.

How to apply?

- Apply via this email address before July 1, 2025: humancapital@photondelta.com
- Pre-program selection: to ensure you get the most out of this program, we'll schedule conversations with you prior to the start.
- Final selection: decisions on August 1, 2025
- Kick-off: September 1, 2025 – let's go!

“This program has been incredibly rewarding, thanks to the openness and trust it fostered. The workshops were particularly valuable, offering not only practical tools but also fresh perspectives on addressing the complexities of a startup. They explored a diverse range of topics and challenged me to develop both personally and professionally.

Joppe Schutselaars - InPhocal



Questions?

Contact person PhotonDelta:

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Let's build the future – together

PhotonJobs, powered by PhotonDelta, is the talent hub for launching or advancing your career in the Dutch Photonic Chip Industry. We've got lots of career opportunities, study programmes and courses for you to explore within this industry.

 **PhotonJobs**

Powered by  PhotonDelta

The Young Professional Program is a program designed in collaboration with Ormit Talent. Ormit Talent helps talent flourish and shapes inspiring leaders who create impact on their teams and the organizations they work for. Through impactful experiences, coaching and training.

 **ormit talent**

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