



Daniel MITCAN

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Experienced tech leader, with 20+ years experience in driving growth through full product cycle and technology development. Proficient in translating business objectives into technology and product/services roadmaps.

Led multi-disciplinary R&D teams through developments ranging from early stages of product innovation to fully validated products and enterprise-grade solutions, proven across several industry sectors (semiconductors, automotive, medical and energy).

Combines deep technical knowledge with corporate and entrepreneurial experience, to bridge engineering, commercial and innovation domains.

Seeking to lead ambitious teams where technology, hardware, software and data can create meaningful impact.

Education

MS in Technology
Entrepreneurship,
University of Maryland, US

Dipl. Ing. (TU) in
Electronics and
Telecommunications,
University of Iasi, RO

Skills

Technology Roadmapping

Product Strategy

Innovation & IP Management

Team Performance

Cross Functional Leadership

Product Development
NPD/NPI

IIoT, SaaS, Cybersecurity

Languages

English, Dutch, French,
Romanian

Personal

Married, two children
Jogging, hiking, skiing, chess

Experience

SandGrain | Netherlands

CTO

2025 – current

Structure and scale the growth of a deep-tech start-up in IIoT security field

- Define and implement multi-year product and technology roadmap
- Led end-to-end product development, spanning IC design and manufacturing, secure cloud-platform development, and real-time analytics
- Developed a modular, scalable SaaS architecture aligned with the evolving needs of a growing IIoT authentication infrastructure
- Led the architects team and remote TaaS SW development teams

Ampacimon | Belgium, Spain, US

CTO

2018 – 2025

Successful scaling of an innovative start-up active in the energy transition to the market leader position, delivering value through products portfolio expansion and technical leadership

- Designed and implemented the technology and multi-generational product roadmap, endorsing the company as best-in-class technology provider
- Spearheaded innovation projects combining hardware, software and AI/ML, leading to award winning solutions and new markets penetration
- Launched first AI-based diagnostic platform commercially, developed new IIoT product lines and delivered production-grade SaaS platforms for mission-critical applications (national energy control centers)
- Carried out technology scouting and technical due diligences leading to successful M&A target integration, in line with company's strategy
- Grew R&D team (from 8 to 35x internal FTEs, added flexible contract-workers teams of 5..10x external FTEs), established processes and standardized engineering practices across the multi-site R&D organization
- Coached and developed the team leaders, fostering a knowledge sharing and professional development culture
- Managed the IP portfolio and IPR, increased technical presences at IEEE, Cigre and built strategic partnerships
- Inventor and co-author on two patents

Neways Microelectronics | Netherlands

Manager Engineering

2015 – 2018

Managed transition from pure-play manufacturing organization to co-development partner and technological leadership

Led the Engineering Department (25x FTEs) to deliver micro-electronic packaging and interconnection solutions (ie. opto-electronical sensors for wafer alignment and electron-microscopes, medical hearing aids and automotive sensors) according to QLTC framework

- Delivered multi-year Technology Roadmap, leading to development of a new patterning technology industrialized according to the TRL/MRL framework. Introduced and spearheaded photonics packaging activities.
- Responsible for investment grade CAPEX proposals (MMEUR), technical benchmarking and equipment commissioning
- Focused the team on development of key competencies areas, promoting a learning culture and professional growth
- Coaching and developing the team to become highly performing, accountable and competent

Manager Product Engineering 2012 – 2015

- Responsible for product development, lean optimizations and life-cycle activities
- Established the NPI process and led a multi-disciplinary team of skilled professionals (process technologists, designers, technicians, project manager) throughout the Definition Phase, Product and Process Development, Production ramp-up and Release to volume-manufacturing
- Acted as Project Lead on multi-disciplinary projects (teams of 5-15x FTE's and budgets 50K – 1MEUR)
- Responsible for transfer of high-volume production to Wuxi (CN)

NXP Semiconductors (formerly Catena Radio Design) | Netherlands
Digital Design Engineer / Project Leader 2002 – 2012

Development of custom ASIC solutions for Philips CarRadio BL and validated silicon solutions for Zigbee, BLE and ISM RF-transceivers

- Responsible for feasibility studies, block specifications, design requirements and implementation, verification and validation test plans
- Verilog/VHDL implementation & testing, FPGA prototyping, timing closure, place & route sign-off, lab testing and product certifications
- Acted as customer technical interface and led root cause investigations
- Improved efficiency in the team through systematic approaches (re-usability, automated regression test environment, IP development)
- Managed time to market projects with lead times of 1 – 1.5 years and design teams (5x – 10x FTEs), through complete silicon development and validation cycle.

Catena Microelectronics | Netherlands
Assistant Designer 2001 – 2002

Additional Education and Diplomas

- Product-Technology Roadmapping | Cambridge University, Oct-Nov'24
- Leadership training | Ampacimon internal, 2021
- Feedback training | Ampacimon internal, 2020
- Coaching skills for Managers | Coursera, May- July 2016
- Communication training | Kenneth Smits, Jan-Feb 2016
- Lean Leadership Model | Triodin, May-June 2015
- MSA | QMT Automotive, Nov 2015
- Various technical courses: Philips CTT, Cadence, AWS, Python, Qlik, PowerBI

Volunteering

- Member of Advisory Board, MSc Energy Engineering program, University of Liege 2023 – 2024
- Chess instructor (children) 2017 – 2018