



Seed Physiologist

Location: Delft (Planet B.io) and field site locations within the Netherlands

Position Type: Full-Time or minimum 32 h/week

Function: Seed and Plant Physiologist / Crop Science / Seed Technology / Plant Biology

Application Deadline: 31 July 2026

About Carapace Biopolymers

Carapace Biopolymers is a rapidly growing innovative startup reinventing seed coatings for a climate-resilient future. Unlike microplastic-based coatings, our materials are made from natural biopolymers that break down into plant nutrition, helping build healthier soils and stronger plants. By combining advanced biopolymer science with scalable manufacturing, we help farmers and growers achieve higher yields without the environmental trade-offs. At Carapace, sustainability is not a compromise; it is our competitive advantage. We believe in growing more, while leaving less behind. In this role, you will have the opportunity to make a tangible impact on agriculture and climate resilience.

About the Role

We are looking for a driven and curious Seed or Plant Physiologist to join our R&D team. Your primary focus will be evaluating and optimising seed treatment and coating technologies, and studying their effects on germination, seedling performance, and early plant development. The ideal candidate combines a solid grounding in seed biology and plant physiology with a genuine interest in applied agricultural research that contributes to a more climate-resilient food system.

This role sits at the heart of our innovations: you will develop and test seed coating formulations aimed at enhancing germination rates, stress tolerance, nutrient uptake, and overall seedling vigour across a range of environmental conditions.

Key Responsibilities

This position requires a minimum 32-hour weekly commitment, with full-time (40 hours) preferred. Flexible working arrangements are open to discussion.

- Conduct applied research and experiments in seed and plant sciences to support product development and validation.
- Carry out seed preparation activities including cleaning, disinfection, priming.
- Assess seed viability and other quality parameters before and after treatment or coating application.
- Run germination tests in a laboratory setting and systematically monitor seedling development.
- Set up, run, and monitor greenhouse and field experiments from initiation through to evaluation.
- Monitor and assess plant nutrition and growth performance throughout the crop cycle.

- Evaluate plant root architecture, biomass accumulation, and yield outcomes.
- Evaluate the effects of plant biostimulants and biological agents, including responses to abiotic stresses.
- Investigate seed and plant–microbiome interactions relevant to coating performance and plant health.
- Occasionally support the commercial team with customer visits and technical input.

Requirements and Qualifications

A relevant academic background and/or professional experience in one of the following Crop Science fields: **Seed and Plant Physiology, Seed Technology, or Plant Biology**. A hands-on, curious, and proactive personality is essential.

- Practical laboratory experience; minimum HBO level required.
- Sound knowledge of plant growth methods and relevant agronomic processes.
- Ability to work both independently and collaboratively within a multidisciplinary team.
- Willingness to travel within the Netherlands as needed.
- Comfortable conducting plant science work in both greenhouse and outdoor field settings.
- Adaptable and comfortable working in a fast-paced startup environment with evolving priorities.
- Strong written and spoken English communication skills; Dutch is a plus.
- Previous experience in the food, seed, or broader plant/agribusiness sector is a plus.
- Experience with project coordination or management is a plus.

We Offer

- Competitive salary.
- Collaborative and innovative team environment, with direct involvement in real-world experimentation and impact.
- Travel costs compensation.
- Flexible work arrangements available upon discussion.
- Required training costs covered.
- Company laptop provided.

How to Apply

Send your CV and motivation letter to info@carapacebio.nl or use the contact form at www.carapacebio.nl. We look forward to hearing from you!