

Position Title:	Process Engineering Manager -IC assembly, packaging and Molding			Position # or Level :	
Department:	Engineering	Reports to:		TBD	
Employment Status:	(Indicate if position is full time or part time)	Pay Grade or salary range:	(List the pay grade or salary range for this position)	% Travel Required	(List % of travel for this position)

Position Summary:

Responsible for the Engineering team to lead the end-to-end process development, refinement and sustaining of a high mix/volume packaging assembly and molding of integrated circuits. The scope includes but is not limited to wafer processing, device assembly, molding, cleaning and all related flows. The successful applicant will be expected play a hands-on role in managing the team and influence product/process designs that are optimized to support delivery of leading solutions for customers

Essential Duties:

- Establish a baseline process that delivers high yields repeatably and efficiently
- Identify root causes impacting product quality and yield at a first principles level through detailed problem solving and supporting data analysis
- Use design of experiments to identify and validate best consumables such as mold compound, cleaning agents, epoxies etc.
- Develop optimized recipes that cater for a range of products and form factors while creating a strong process with margin that caters for variations in product and materials.
- Adopts best known methods for process control that efficiently monitor the process health over time, taking account of changeovers, preventive maintenance and event recovery
- Lead strategic selection and deployment of required equipment in support of the process
- Establish DFM rules for design engineering to ensure designs and process windows are aligned for cost, quality and throughput
- Develop, deploy required procedures and training collateral to manufacturing team

Other Duties & Responsibilities (Optional)
Minimum Qualifications:

- 10+ years of experience in a directly related manufacturing environment
- Proven Management /Supervisory skills
- Bachelor’s degree in engineering or equivalent
- Track record of proven results aligned to the intended duties of this role
- Solid proficiency in SolidWorks for design and maintaining revision control
- Solid proficiency in Excel (filters, formulas, data accuracy) and statistical process control

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- Key Competencies:**
- Hands-on problem solver who enjoys end-to-end product ownership
 - Disciplined with excellent attention to detail and robust process control
 - Problem solver with an innovative mindset towards solutions
 - Strong communications skills written and oral

- Preferred Skills:**
- Experience with over molding using thermoset materials (microelectronics applications preferred)
 - Ability to interact with and influence key stakeholders and transfer required knowledge to manufacturing team members charged with day--to--day running of the process
 - Willingness to use experience and knowledge to expand the role and impact beyond the core focus area
 - Familiarity with working in ISO 9001 and ISO 13485 environments. Understanding of AS 9100, 21 CFR Part 820 and Good Documentation Practices (GDP).

Work Environment: While performing the duties of the job, the employee is regularly required to sit, stand and/or walk for extended periods of time; use hands and fingers; reach with hands and arms; and talk and hear.
 Ability to lift 30 pounds
 Observe ESD and safety practices
 Wear cleanroom attire on occasion
 Must be a U. S. Citizen or Permanent Resident

Employee Acknowledgement:

I have read this job description, and I fully understand all my job duties and responsibilities.

Print Name	Signature	Date	
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