

JOB SPECIFICATION

JOB TITLE: Wafer FAB Process Engineer	REPORTING TO: Process Engineering Manager
PURPOSE OF ROLE: Provide process engineering cover to a manufacturing Wafer FAB facility for both production and development requirements. Interface with counterparts within the engineering team to identify, participate within and lead project objectives that enable department objectives to be achieved, namely the on-time supply of parts or processes to customers of high quality and at minimal cost.	
SUMMARY OF RESPONSIBILITIES: <ul style="list-style-type: none">• Provide engineering support to manufacturing line, having specific responsibility for at least process area.• Objective of minimising scrap, increase yield, reduce turn-around-time, minimise manufacturing costs and ensuring quality manufacturing within the given field of operation.• Participate actively in the process and product development procedure such that the transfer of process and products from development phase through to production is completed successfully and on schedule.• Training and development of production staff and engineers.• Proactively encourage means for cost reduction and lean manufacturing principles.• Ensure appropriate tools, techniques and methodologies are being applied, developed and continuously reviewed.• Establish process metrics and performance enhancing projects to meet business objectives.	

MAIN TASKS:

Identify requirements for new hardware or modifications thereof in order to meet the requirement of the customer or developing process. Such requirements shall be thoroughly specified and budgeted, suppliers identified and evaluations undertaken. Hardware shall be commissioned and tested for conformance to specification. Prior to release to production all necessary risk assessments and documentation shall be updated and applicable staff training undertaken.

Must proactively identify and implement process improvements in order to increase efficiency, yield and reduce operating costs. Assist in meeting engineering group's key performance indicators. Participates in projects to meet required department objectives or improvement activities, may contribute to establishing resource requirements, monitoring of progress and ensuring project deliverables.

Engineering technical needs, processes and procedures required to advance product and process development will be established through close liaison with other senior members of staff within the organisation.

Active role shall be played in yield improvement activities, working closely with device, yield and development engineers. Will demonstrate, through problem solving, new product introductions and continuous improvement activities an understanding of how variations in process conditions may affect product performance.

Proactive role in developing a positive safety and environmental culture to satisfy ISO 14001 requirements.

Establish how process variations impact product quality and performance. Determine, set and monitor in-line process specification limits to guarantee product performance. Has an in-depth understanding of 2 to 3 process stages/areas and act as an information resource to fellow engineers for guidance and support.

Manager's Signature Date

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Greater than 5yrs in process engineering environment within a development and production environment.</p> <p>Hands on experience of semiconductor processing tools</p> <p>Experienced in equipment selection, commissioning and process set-up</p> <p>Exposure to medium to long term projects.</p> <p>Knowledge of troubleshooting guides, OCAPs, working documentation, safety.</p> <p>Knowledge of quality systems and reliability assessment.</p>	<p>Experience gained in GaAs semiconductor processing; ideally within a production environment</p> <p>Experience of applicable processes or equipment to RFMD (UK)</p> <p>Experience of identifying hardware needs and generating purchase specifications</p> <p>Evidence of project management or leadership.</p> <p>Show evidence of contribution to business planning at a high level.</p> <p>Generation of such guides and documentation.</p> <p>Evidence of undertaking development or production within a quality environment.</p>
TECHNICAL SKILLS	<p>Strong analytical and problem solving ability. Appreciation of both practical and theoretical methodologies.</p> <p>Demonstrate creative approach to job related specific tasks.</p> <p>Ability to critically analyse technical drawings and manuals.</p> <p>Understanding of statistical process control techniques.</p> <p>Knowledge of scientific experimentation techniques.</p> <p>Ability to relate process information to device characteristics. Showing evidence of transistor theory.</p> <p>Understanding of change control and importance within a manufacturing facility.</p>	<p>Knowledge of SAS</p> <p>Evidence of SPC implementation.</p> <p>Evidence of DOE, FMEA application.</p> <p>GaAs device experience preferable, particularly related to RFMD (UK)'s requirements.</p> <p>Evidence for implementation of change control or working within such an environment at an influential level.</p>
PERSONAL QUALITIES	<p>Pro-active and capable of working without direct supervision</p>	<p>Prepared to be flexible in working hours to suit business needs, may need</p>

	<p>Project team working ability.</p> <p>Potential to develop leadership skills in the short to medium time-frame.</p> <p>Willingness to accept staff responsibility.</p> <p>Good Communication skills.</p> <p>Decisive, accurate, creative and forward thinking.</p> <p>Must have drive to achieve results.</p>	<p>to work outside of normal office hours.</p> <p>Able to demonstrate experience of staff supervision.</p> <p>Strategic thinking, taking into account industry advancement (external influences) and developing business policies.</p>
EDUCATION/ QUALIFICATIONS	Degree qualified in Electronic/Electrical Engineering or Physics or Chemistry.	<p>MSc, MEng qualified</p> <p>Must be willing to undertake further training and development as necessary.</p>

Manager's Signature Date

Please send applications to:

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