



SMTC Corporation

Engineering Manager

Company:	SMTC Corporation	Location:	Chanang, China
Shift:	Days	Status:	Permanent, Full Time

Company Overview:

SMTC Corporation is the company behind the manufacture, performance and intelligence sophisticated electronic devices all over the world. We are a global Electronics Manufacturing Services (EMS) provider with more than two decades of experience working in partnership with Original Equipment Manufacturers (OEMs) in computer, industrial, communications, consumer and medical markets.

- **Our customers are the heart of our business.** We go to great lengths to build strong, synergistic relationships with our customers and business partners worldwide.
- **Our services, processes and capabilities deliver customer value.** SMTC provides global end-to-end solutions including design, new product introduction, manufacturing, supply chain management, and after-sales services for the whole product lifecycle.
- **Our people make it happen.** SMTC employees are responsive, results-oriented professionals with a track record for innovative, flexible solutions focused on customer needs. Our expertise in quality, technology and supply chain management offers customers a distinct competitive advantage.
- **Our business is global.** SMTC operates a global manufacturing network with operations in Canada, the United States, Mexico and a partnering relationship in China. For more information: www.smtc.com.

Position Overview:

Responsible for directing all levels and functions of the engineering group at the site, including, but not limited to New Product Introduction, manufacturing, processes, test, equipment efficiency and documentation. Responsible for creating and developing the engineering group, with focus on testing strategies, overall processes and design improvement of the manufacturing/process and applications affecting our customers' products.

Key Responsibilities:

- Design & Process:
 - Processes – Monitor all manufacturing processes and documentation
 - DFM/DFT – Responsible for design for manufacturability & test feedback to the customers to improve manufacturability, test coverage, efficiency & reduce cost
 - Test - In partnership with engineers review test strategies for ICT & Functional

- applications
 - Data Collection – Evaluate data and work with manufacturing teams/engineers on improving quality yields.
- Quality & Workmanship:
 - CAR's – Drive engineering corrective actions, see through completion
 - Efficiency – Continuous process improvement to meet customer changes and demands
 - Rolled Yields – Direct responsibility for quality reports per each customer.
- Equipment:
 - Floor Layout – Maintain equipment and manufacturing floor design
 - Equipment Justification – Determine need for new equipment, justification/utilization
 - SMT Programming – Manage programming activity on SMT lines to improve efficiency

Required Skills & Knowledge:

- Excellent organizational, analytical, problem solving and interpersonal capabilities, with the ability to develop and mentor employees/peers.
- Strong commercial sense, customer focus and passion for the business
- Capable of making fair and ethical decisions based on fact and business conditions
- Have a keen vision and strategic plan to continuously improve processes and systems
- Potential to take on progressively higher level projects and positions within the organization
- Strong time management skills.
- Ability to effectively work under demand.
- New Product & Customer introduction into manufacturing
- RoHs Manufacturing experience

Required Qualifications and Experience:

- Completion of a post-secondary institution, college diploma or university degree in an Engineering discipline
- A minimum of 5 years experience in an engineering management/leadership capacity, including responsibility for direct reports, within Contract Manufacturing
- Hands – on experience setting up and maintaining SMT lines/machines
- Experience in manufacturing floor design and layout in a Contract Manufacturing environment
- Experience working in a new site with typical start-up issues

Required Leadership Capabilities

- Strong commercial sense, customer focus and passion for our business
- Ability to recruit, develop and coach employees and peers and communicate clearly and candidly regarding their performance
- Strong interpersonal skills including confident and persuasive communication skills, both orally and written
- Personal energy and motivation to lead a group of individuals and/or projects
- Strong organizational and work planning skills
- Maturity to establish credibility and respect with a broad range of individuals and influence key stakeholders across all functions in the organization, including the necessary cultural skills to operate successfully
- Ability to make fair and ethical decisions based on fact and business conditions
- Strong strategic thinking and analytical skills combined with an ability to research information
- Creativity to have a vision and strategy to continuously improve processes and systems
- Potential to take on progressively more responsible projects and positions in the organization

APPLICATION PROCESS: All applicants interested in this career opportunity should send their cover letter and resume to SMTC at asiahr@smtc.com and quote the position title in the subject line.

Please note that only those applicants selected for an interview will be contacted directly.

Contact Information

Company: SMTC Corporation
Email: asiahr@smtc.com