



SMTC Corporation

ENGINEERING MANAGER

Company:	SMTC Corporation	Location:	San Jose, California
Shift:	Day	Status:	Permanent
Department:	Engineering	Reports To:	Vice President, Site General Manager

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/functions of the engineering group at the San Jose site, including, but not limited to manufacturing, processes, test, equipment efficiency and documentation. Direct/instruct the engineering group, with focus on testing strategies, over all processes and design improvement of the manufacturing/process and applications affecting customer's products.

Key Responsibilities:

Design & Process:

- Labor Quotes – Review and approve all labor quotes

- Processes – Monitor all manufacturing processes and documentation
- DFM/DFT – Responsible for design of test applications on customer products.
- Test - In partnership with engineers review test strategies for ICT Functional Flying Probe applications.
- Data Collection – Evaluate data and work with 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 – Direct programming activity on SMT lines.

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.

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
- Knowledge and working experience with Flying Probe
- Experience in manufacturing floor design and layout in a Contract Manufacturing environment

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 by February 15th, 2008 to barbara.green@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
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