



PROCESS ENGINEERING MANAGER

Based in West Lothian, **Kaiam** is an emerging market leader in the research, development and manufacturing of optoelectronic equipment used within data-communication centres and the telecommunications industry. Founded by leading technologists from the optical networking industry, the team has a track record of delivering breakthrough approaches that change the rules of the marketplace.

To support our continued growth, we are recruiting for a **Process Engineering Manager**, reporting to the VP of Engineering. In this hands-on role, based in Livingston, you will be working on managing a team of manufacturing process engineers, spending a significant amount of your time within the 'cleanroom' environment. You will also be supporting the day to day engineering issues to help production reach the required output while maintaining a high yield.

Duties & Responsibilities:

- Manage a team of manufacturing process engineers
- Coordinate resolution for day to day issues with production
- Manage projects for yield improvement, cost reduction
- Manage projects that will gear towards process flow automation
- Support product and process development for new products
- Present RCA and projects to the management
- Monitor, react and maintain SPC parameters
- Establish OCAPs (out-of-control-action-plans)

Essential Requirements:

- Knowledgeable in semiconductor streamline packaging processes: Wirebond (automated), Diebond (Epoxy and Eutectic), Dicing process, pick and place, Automated inspection scopes
- Knowledge of optoelectronic components (Lenses, Laser diodes, photo detectors, fiber)
- Knowledge on MIL / JEDEC standards
- Good experience on Yield, Cost, and thru-put improvement
- Proficient on JMP or other analytical software
- Proficient on FMEA, SPC, RCA, DMAIC
- Familiarity with MEMS and silicon wafer handling
- Knowledge on different types of epoxy
- Proficient on DOE, characterizations, evaluations
- JMP software



- Office software
- Familiar with SEM / EDX
- Strong demonstrated people management experience
- Hands-on problem solver
- Sound leadership judgement
- Excellent communication skills
- Assertive and with demonstrated ability to challenge the status quo in a constructive manner

Desirable:

- Knowledge on drawing viewers for Solid Edge/Autocad
- Able to work with suppliers/vendors/tool makers
- Independent and self-starter
- Seasoned and trained to be hands on programming die bond and wire bond machines

In exchange, we offer a competitive salary (based on experience), life cover, pension, cycle to work scheme and generous holidays. For the right candidate, relocation support could also be offered for this role.

Kaiam always strives for excellence so if you can bring us relevant qualifications and experience to help us achieve this then we would like to hear from you. We are looking for employees with talent and potential, so if you're upbeat and motivated why not join us and be part of something exceptional?

If you feel you can successfully fulfil this role, please apply by sending your CV to: **recruitment_uk@kaiamcorp.com**