



EGIDE USA, INC.
CAMBRIDGE, MARYLAND

JOB DESCRIPTION

Job Title: Manufacturing Engineer (Plating)

Reports to:

Director of Engineering
Department: Engineering
FLSA: Exempt
Prepared date: May 19, 2020
Approved by: John Hitch

Summary and Purpose of Position:

To maintain and improve existing processes for the plating of hermetic packages and to develop new processes in order to improve yields, throughput, and efficiency.

Essential Function and Responsibilities:

The following duties are expected to be performed. Additional duties will be added based on needs:

- Draft ISO compliant procedures capable of meeting customer and industry standards
- Develop part specific work instruction
- Interface with design engineers to effectively develop job routing
- Provide technical guidance to junior engineers and technicians
- Disposition of non-conforming product
- Set up shop conditions for adequate plating including chemistry in the plating tank, waste treatment, electrical settings of rectifiers, heaters, etc.
- Analyzes test data and reports to determine if designs meet functional and performance specifications
- Analyzes, reads and interprets blueprints, schematics, customer specifications, military standards... etc.
- Participate in Engineering Projects including product development and capital expenditures
- Support/Provide root cause/corrective actions for high value military/aerospace customers
- Utilizes statistical process control to determine capability of processes and for continuous improvement
- Interface with suppliers and customers as needed

Other Duties, Responsibilities:

The associate must be available for any shift or work schedule hours. Engineering is responsible for the proper set up conditions on primary equipment such as furnace temperature control, atmosphere, etc.

Data collection and reporting to management, peers, and customers is expected.

Supervisory Responsibilities:

This position may require supervisory responsibilities as needed.

Competencies:

Analytical & Design: Collects and researches data; designs workflows and procedures; generates creative solutions; uses feedback to modify designs; demonstrates attention to detail; identifies and resolves problems in a timely manner; completes projects on time.

Communication Skills: Focuses on solving conflict, not blaming; maintains confidentiality; keeps emotions under control; maintains positive attitude; responds promptly to internal and external customer needs; listens and gets clarification.

Teamwork: Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; supports everyone's efforts to succeed.

Quality: Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness; monitors own work to ensure quality.

Quantity: Meets productivity standards; works efficiently; completes work in a timely manner; strives to increase productivity.

Diversity: Shows respect and sensitivity for cultural differences.

Ethics and Professionalism: Works with integrity and ethically; upholds organization values; conserve organization resources; approaches others in a tactful manner; treats others with respect; accepts responsibility for own actions.

Safety and Security: Observes safety and security procedures; reports potentially unsafe conditions; uses equipment and materials properly.

Adaptability: Adapts to changes in the work environment; able to deal with frequent change, delays or unexpected events.

Dependability: Follows instructions, response to management direction; takes responsibility for own actions; completes task on time or notifies appropriate person as needed; is consistently at work on time. **Initiative:** Seeks increased responsibilities; takes independent actions and calculated risks; asks for and offers help when needed; generates suggestion for improving work.

Qualifications:

- Bachelor of Science degree in Chemistry, Electrical Engineering or equivalent experience is required.
- Understanding of electro finishing, electroless plating, passivation...etc.
- Extensive knowledge of basic chemical reactions, titrations and annealing processes
- Previous ERP/MRP experience
- Background in manufacturing of electronics
- Knowledge of JEDEC9, MIL-STD-883 and MIL-PRF-38534
- Lean Manufacturing Experience
- Wastewater Treatment

Physical Demands:

While performing the duties of this job, the associate is regularly required to use hand to finger, handle or feel; reach with hands and arms and talk or hear. The associate is frequently required to stand, walk and sit. The associate must frequently lift and/or move up to 10 pounds occasionally lift and/or move up to 25 pounds. Specific vision abilities require by the job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Conditions and Environment:

While performing the duties of the job, the associate is occasionally exposed to wet and/or humid conditions; moving mechanical parts; fumes or airborne particles and risk of electrical shock. The noise level in the work environment is usually moderate.

Disclaimer: The preceding job description has been designed to indicate the general nature and level of work performed by the employees within this classification. It is not designed to contact or be interpreted, as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job function. Additional duties may be added or duties may be altered at the discretion of management.

Nothing in this job description is intended to be interpreted or means as an expressed or implied contract of employment. As an associate of Egide USA, Inc. you are an employee at will, and as such, you have the right to leave the Company, and the Company has the right to terminate your employment and your compensation, with or without cause, and with or without notice, at any time. This includes both "Introductory" and "Regular" status employees.