



YES (Yield Engineering Systems, Inc.) is a leading manufacturer of high-tech, cost-effective equipment for transforming surfaces, materials, and interfaces at the nanoscale. From startups to the Fortune 50, our customers rely on YES solutions to unleash products that change lives – from cellphones and IoT devices, to AI and virtual reality, to diagnostic tests for COVID.

Our industry-leading vacuum cure ovens, chemical vapor deposition (CVD) systems, and plasma etching tools are driving innovation in a wide range of exciting and growing markets. We look forward to talking with smart, energetic, team-oriented people who can grow with us. We provide competitive salary and benefits (including employee stock ownership), a beautiful light-filled new facility in a central location, and some of the best co-workers you'll find anywhere. If this appeals to you, please read on!

JOB TITLE **Lead Mechanical Engineer**

SUMMARY **Leads mechanical & electromechanical design and development efforts**

DUTIES AND RESPONSIBILITIES

- Specifies, designs, analyzes, simulates, prototypes, builds, tests, documents, and releases to manufacturing required mechanical systems of significantly complex scope.
- Leads projects with notable risk and complexity; develops the strategy for project execution.
- Organizes, plans, tracks, and resolves design problems associated with product performance in engineering, manufacturing, and the field.
- Interfaces with internal and external customers regarding significantly complex engineering issues to address customers' High Value Problems (HVP) for a range of products.
- Works with appropriate departments to ensure design specifications meet or exceed all applicable regulatory standards.
- Identifies and troubleshoots a wide range of significantly complex engineering problems.
- Prioritizes and manages multiple projects within design specifications and budget constraints.
- Performs other related duties as assigned by management.

MINIMUM QUALIFICATIONS

- Bachelor's degree (B.S.) or equivalent in Mechanical Engineering
- 10 – 15 years related experience or equivalent
- Proficient with SolidWorks
- Excellent written and oral communication skills
- Strong organizational, problem-solving, and analytical skills
- Versatility, flexibility, and a willingness to work within constantly changing priorities with enthusiasm

- Acute attention to detail
- Demonstrated ability to plan and organize projects
- Proven ability to handle multiple projects and meet deadlines
- Good judgement with the ability to make timely and sound decisions
- Creative, flexible, and innovative team player

PREFERRED QUALIFICATIONS

- Experience in semiconductor equipment industry
- Regarded as a technical expert in their particular field.
- Proficient in the use of SolidWorks PDM

COMPETENCIES

- **Design**
 - Generates creative solutions
 - Translates concepts and information into images
 - Uses feedback to modify designs
 - Applies design principles
 - Demonstrates attention to detail
- **Innovation**
 - Displays original thinking and creativity
 - Meets challenges with resourcefulness
 - Generates suggestions for improving work
 - Develops innovative approaches and ideas
 - Presents ideas and information in a manner that gets others' attention
- **Problem Solving**
 - Identifies and resolves problems in a timely manner
 - Gathers and analyzes information skillfully
 - Develops alternative solutions
 - Works well in group problem-solving situations
 - Uses reason even when dealing with emotional topics
- **Quantity**
 - Meets productivity standards
 - Completes work in timely manner
 - Strives to increase productivity
 - Works quickly
- **Initiative**
 - Volunteers readily
 - Undertakes self-development activities
 - Seeks increased responsibilities
 - Takes independent actions and calculated risks
 - Looks for and takes advantage of opportunities
 - Asks for and offers help when needed

COMPENSATION

- YES offers a stimulating and fun working environment, competitive salaries, healthcare benefits & company stock options.

ADDITIONAL INFORMATION

- Applicants must be currently authorized to work in the U.S. on a full-time basis.
- YES is an equal opportunity employer and values diversity. All employment is decided on the basis of qualifications, merit and business need.

Come find out why YES is such a great place to work. Apply today!