



YES (Yield Engineering Systems, Inc.) is a preferred supplier of process equipment for the semiconductor advanced packaging, life science and AR/VR/display markets. 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!

Process Development Engineer

YES currently has an excellent opportunity for a new college graduate or early-career Process Engineer with relevant experience and a bachelor's degree (or higher) in chemistry, material science, and/or engineering. The successful candidate will be trained on equipment that is designed, serviced, and operated by YES.

Responsibilities

- Contribute and run development of new processes, hardware, and controls to achieve improved film and productivity performance specifically for cure, coat and PR strip/descum
- Optimize current processes for polymer cure, monolayer coat and PR strip/descum
- Create, plan and meet process project schedules
- Manage process development equipment and metrology systems in Apps Lab
- Characterize and document processes and films
- Evaluate and report system performance (software/hardware)
- Start up new processes at customer sites and transfer new technology to field process engineers
- Work with customers and field personnel to define specific projects and execute CIP projects to improve processes
- Perform customer demos of new processes and report performance
- Interface with customers to understand and solve their problems
- Provide sales and marketing with technical support
- Present and publish papers about your results
- Apply statistical methods to the design of experiments. Create test plans for DOEs and process developments
- Define, write, and update process specifications, process instructions, BOMs etc.

- Write test protocols, perform tests to fully characterize new equipment or processes utilizing DOE methodology or other statistically sound methods, and write completion reports
- Train, develop, and/or provide work direction to operators, technicians and junior-level engineers

Qualifications

- BS/MS/Ph.D. in Chemistry, Chemical Engineering, Physics, Material Science, Engineering, or Electrical Engineering
- Experience in semiconductor or Life Sciences-related process engineering
- Experience in thermal processing, CVD/ALD deposition, and plasma cleaning preferred
- Ability to interact and communicate effectively with a variety of personnel including Manufacturing, Systems Engineering, Marketing, Sales, and Customer Support. Strong teamwork skills
- Ability to learn fast and work independently to develop new processes, analyze data and solve process issues
- Previous project management experience a plus
- Strong written and oral communication skills
- Working understanding of quality statistical models and metrics (confidence/reliability intervals, DOE, regression/trending, SPC, acceptance plans)
- Must be willing to travel internationally and domestically up to 20% of the time for system training, process installation and qualification

Compensation

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

Additional Information

- Applicants must be currently authorized to work in the United States 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!