



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

As a preferred provider of wet and dry process technology, 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, and some of the best co-workers you'll find anywhere. If this appeals to you, please read on!

Job Title: General Manager/Center Director

Location: Tempe, AZ

We are now looking for a resourceful and results-oriented **General Manager/Center Director** to stand up and lead our new facility in Tempe, Arizona. The role requires an independent, well-rounded, and experienced leader who can both oversee the complexity of a large capital investment project as well as ensure the facility runs smoothly to fulfill YES's goals once fully operational.

Responsibilities will include but not be limited to the following key areas:

- Provide strategic direction and leadership to the build and commissioning of YES's Arizona facility.
- Provide direction and leadership for all site operations including Manufacturing, Quality, EHS, etc.
- Set up systems & infrastructure to run outsourced manufacturing/development lines for key customers.
- Develop and execute operating plans that lead to the achievement of the corporate objectives linked to the Arizona facility.
- Respond to customers' requests and work with Operations, Sales, and other functions to fulfill immediate requirements.
- Work effectively with other YES sites on a national & global basis to share good practices and demonstrate mutual accountability for the success of all YES facilities.
- Develop and maintain effective relationships with internal and external customers and other stakeholders.
- Develop and maintain an effective organization through effective selection, training, leadership and management.
- Lead the YES Quality initiative within the site and ensure we develop and achieve challenging quality objectives.
- Determine appropriate allocation of site resources.
- Make effective financial and operational decisions to positively impact both short and long-term site and broader company objectives.
- Create, establish, and maintain an environment that encourages teamwork and commitment.

- Maintain excellent relationships with YES Fremont and global business regions.
- Take an active leadership role representing the site and Company in the local community.

The successful candidate will be highly collaborative, an excellent communicator, and possess an entrepreneurial spirit and drive consistent with a high performing start-up. S/he will also have the following **educational background, work experience & personal qualities**:

- At least a Master's degree in Engineering or related technical discipline. PhD and/or MBA a plus.
- At least 15 years directly-related experience in the semiconductor space, including at least five years' experience leading a semiconductor process group focused on manufacturing or quality operations function in a semiconductor manufacturing facility or equivalent.
- Experience managing a team of 20 or more people including Engineering, Ops, EHS, and Facilities.
- Deep experience in Fab/PCB processes, semiconductor equipment installs and management.
- History of successful leadership and completion of large, technically complex CAPEX projects.
- Excellent customer management skills.
- Strong understanding of quality and demonstrated success leading QMS-compliant operations and interacting with auditors.
- Potential to lead worldwide Quality function for YES.
- Ability to understand and utilize financial analyses to make good decisions in a manufacturing environment.
- Demonstrated ability to plan, implement, and achieve significant, complex goals and objectives.
- Demonstrated record of achievement within the areas of Quality, Customer Service, EHS and new product introductions.
- Demonstrated aptitude and attitude to get immersed in resolving technical challenges and technical advancements.
- Demonstrated leadership, management, and technical capabilities; a successful track record of delivering value, and a commitment to mutual accountability.
- Demonstrated commitment to values-based leadership and achieving objectives in a manner that is supportive of the YES Values and Success Behaviors.
- Well-organized, exceptional time-management skills with the ability to manage multiple projects and deadlines simultaneously and independently.
- Strong communication, collaboration, presentation, and interpersonal skills – ability to operate effectively at all levels of the organization, internally and with third-party partner relationships externally.
- Proactive approach, with high sense of urgency.
- Progressive thinker, open-minded.
- Travel: less than ~15% of the time.

Compensation

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

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.
- **This role is based in Tempe, Arizona.**

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