



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 technologies and capital equipment products 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: Reliability Engineer

Location: Fremont, CA

Key Responsibilities

- Performs reliability validation testing and characterization of complex electromechanical modules and systems
- Designs test fixtures and develops data acquisition strategy for accelerated life testing of complex electro-mechanical modules
- Prepares CRAMS test plans, presents status reports, reliability risks and risk mitigation plans to management
- Analyzes laboratory test results using life data analysis modeling tools
- Performs failure analysis, investigates root cause, and recommends corrective actions using 8D/APS methodologies
- Develops Failure Modes and Effects Analysis (FMEA, FMECA) and risk mitigation plans
- Reviews and approves supplier test plans and FMECA, supplier test reports, and risk mitigation actions
- Collaborates closely with various internal teams and external vendors

Qualifications

- Education: Bachelor's degree
- Experience: 3–7 years
- Must be a hands-on individual with validation test experience in electromechanical components and modules, preferably in robots, lift assemblies, controllers, PLC, or other semiconductor equipment.
- Experience in developing customized test set-up and data acquisition is a plus (e.g.: optical position sensors, thermocouples, accelerometers, vacuum gages, particle sensors)
- Knowledge of reliability test methods (HALT/HASS, ALT, temperature cycling, random vibration testing) is required
- Knowledge of reliability analysis methods such as Weibull, Weibull-Bayesian, and System Reliability Growth is required
- Experience with software tools such as Python, LabView, JMP, Reliasoft, Minitab, and Matlab is a plus

- Experience integrating data collection equipment such as metrology, temperature, vibration, and pressure onto equipment reliability test stands

Functional Knowledge

- Business expertise
 - Has knowledge of best practices and how own area integrates with others
 - Is aware of the competition and the factors that differentiate them in the market
- Leadership
 - Acts as a resource for colleagues with less experience
 - May lead small projects with manageable risks and resource requirements
- Problem solving
 - Solves complex problems
 - Takes a new perspective on existing solutions
 - Exercises judgment based on the analysis of multiple sources of information
- Impact
 - Impacts a range of customer, operational, project or service activities within own team and other related teams
 - Works within broad guidelines and policies
- Interpersonal skills
 - Explains difficult or sensitive information
 - Works to build consensus

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.

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