



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: Sr. Process Development Engineer**

**Location: Fremont, CA**

YES currently has an excellent opportunity for a career-minded 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
- 3+ years of experience in semiconductor or Life Sciences-related process engineering

- In-depth experience in thermal processing, CVD/ALD deposition, and plasma cleaning
- Proven project management skills
- Strong oral and written communication skills
- 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 work independently and on own initiative to deal with customers and to analyze and solve process issues
- 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.

### **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!**