



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: Wet Process Technologist (Key Account)**

**Location: Tempe, AZ**

**Key Responsibilities**

- Research, design, and develop wet process solutions, including research into wet clean systems and process, wet chemistry selection/development, and clean/etch as well as electroless and electrolytic deposition process improvements. Expertise in wet chemistry such as metal ions/salts, reducing agents, complexing agents, and other organic and inorganic additives is a plus.
- Contribute and run wet process system to develop process and productivity performance specifically for wet clean process, electroplating, electroless plating and edge bead removal.
- Correlate system performance and wafer results to system hardware. Propose CIPs and development. Demonstrate expertise in system hardware, software, and recipes.
- Manage process development equipment and metrology systems in Apps Lab, characterize and document processes and films, and evaluate and report system performance (software/hardware).
- Manage and communicate with key wet process customers on CIP and development of customer system and performance, drive programs to meet customer specs, troubleshoot issues, and provide deep technical expertise.
- Manage and prepare for Key Account customer technical meetings with key wet process results, technical analysis, and plan.
- Apply principles of engineering, thermal or fluid sciences, or statistics in order to optimize BKM wet processes as per customer requirements.
- Optimize gas flows, operating pressures, chemical bath mixtures, bath temperature and chemical flows to meet tool process specifications.
- Utilize strong semiconductor and advanced packaging device knowledge to apply and characterize processes for front-end or backend semiconductor devices.
- Develop methods and bench tests for troubleshooting processes and systems. Gather data via empirical testing and data acquisition.
- Plan, coordinate, and execute process qual and testing of wet process systems with clear formal documentation of results.

- Select and use metrology or diagnostic techniques or test equipment to assess equipment, processes, systems, or subsystems.
- Write test protocols, perform tests to fully characterize new equipment or processes utilizing DOE methodology or other statistically sound methods; then write completion reports. Familiarity with JMP statistical analysis tool a plus.
- Train, develop, and/or provide work direction to Apps Lab, customer, and Field Service Engineers.
- Present and publish patents, papers and white papers about technical analysis and new inventions/discoveries. Exposure to wet cleans-related seminar/conference organizations will be an added advantage.

### **Qualifications & Experience**

- Masters or Ph.D. in physics, chemistry, materials engineering, electrical engineering, or related technical field.
- 10+ years of semiconductor wet process experience in wet clean process, electroplating, electroless plating, backside or edge wet cleaning, and other wet processes.
- Demonstrated experience in managing key customers' technology and roadmaps, including technical interaction and participation in customer wet processes.
- R & D leadership and cross-functional team engagement experience.
- Strong technical expertise in wet process science and technology, including expertise in wet clean systems and process, wet chemistry selection/development, and clean/etch as well as electroless and electrolytic deposition process improvements.
- Expertise in wet chemistry such as metal ions/salts, reducing agents, complexing agents, and other organic and inorganic additives is a plus.
- Strong device knowledge of wet process interaction, via fill, step coverage, defects, and device reliability testing.
- Expertise in metrology or diagnostic techniques or test equipment to assess equipment and on-wafer results.
- Experience in planning, coordinating, and executing R & D tests of process hardware, with clear formal documentation of results.
- Working understanding of quality statistical models and metrics (confidence/reliability intervals, DOE, regression/trending, SPC, acceptance plans).
- Strong problem-solving skills and willingness to learn new skills, new technologies, and develop solutions based on project needs.
- Ability to complete work on time consistently and with minimal guidance.
- Proven oral and written communication skills.
- Ability to function well in a diverse, team-focused, fast-paced environment with changing requirements.
- Up to 20% local/international travel may be required.

### **Compensation**

YES offers a stimulating and fun working environment, competitive salaries and 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!**