



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: Senior Mechanical Engineer**

**Location: Fremont, CA**

#### **Duties and Responsibilities**

- Specifies, designs, analyzes, simulates, prototypes, builds, tests, documents, and releases to manufacturing required mechanical systems of significantly complex scope
- Leads projects with notable risk and complexity; develops the strategy for project execution
- Organizes, plans, tracks, and resolves design problems associated with product performance in engineering, manufacturing, and the field
- Interfaces with internal and external customers regarding significantly complex engineering issues to address customers' High Value Problems (HVP) for a range of products
- Works with appropriate departments to ensure design specifications meet or exceed all applicable regulatory standards
- Identifies and troubleshoots a wide range of significantly complex engineering problems
- Prioritizes and manages multiple projects within design specifications and budget constraints
- Performs other related duties as assigned by management

#### **Minimum Qualifications**

- Bachelor's degree (B.S.) or equivalent in Mechanical Engineering
- 10 – 15 years related experience or equivalent
- Proficient with SolidWorks
- Excellent written and oral communication skills
- Strong organizational, problem-solving, and analytical skills
- Versatility, flexibility, and a willingness to work within constantly changing priorities with enthusiasm
- Acute attention to detail
- Demonstrated ability to plan and organize projects
- Proven ability to handle multiple projects and meet deadlines
- Good judgement with the ability to make timely and sound decisions
- Creative, flexible, and innovative team player

### **Preferred Qualifications**

- Experience in semiconductor equipment industry
- Regarded as a technical expert in their particular field
- Proficient in the use of SolidWorks PDM

### **Competencies**

- Design
  - Generates creative solutions
  - Translates concepts and information into images
  - Uses feedback to modify designs
  - Applies design principles
  - Demonstrates attention to detail
- Innovation
  - Displays original thinking and creativity
  - Meets challenges with resourcefulness
  - Generates suggestions for improving work
  - Develops innovative approaches and ideas
  - Presents ideas and information in a manner that gets others' attention
- Problem Solving
  - Identifies and resolves problems in a timely manner
  - Gathers and analyzes information skillfully
  - Develops alternative solutions
  - Works well in group problem-solving situations
  - Uses reason even when dealing with emotional topics
- Quantity
  - Meets productivity standards
  - Completes work in timely manner
  - Strives to increase productivity
  - Works quickly
- Initiative
  - Volunteers readily
  - Undertakes self-development activities
  - Seeks increased responsibilities
  - Takes independent actions and calculated risks
  - Looks for and takes advantage of opportunities
  - Asks for and offers help when needed

### **Compensation**

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

### **Additional Information**

- Applicants must be currently authorized to work in the U.S. 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!**