



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: Final Test Manager**

**Location: Fremont, CA**

We are searching for a Final Test Manager to oversee quality assurance testing operations for our semiconductor and life sciences manufacturing equipment. In this role, you will work with a team of electrical/mechanical final test engineers and technicians to ensure that our manufacturing equipment meets or exceeds the quality requirements for shipment. You will utilize test equipment and existing test procedures to fully validate equipment performance.

#### **Responsibilities**

- Define project scope, goals and deliverables that support business goals in collaboration with senior management and stakeholders.
- Develop full-scale test strategies and plans and associated communications documents.
- Effectively communicate project expectations to team members and stakeholders in a timely and clear fashion.
- Liaise with project stakeholders on an ongoing basis.
- Estimate the resources and participants needed to achieve project goals.
- When required, collaborate with other department managers for needed resources from within the company.
- Determine and assess need for additional staff and/or consultants to ensure deadlines are met.
- Set and continually manage project expectations with team members and other stakeholders.
- Delegate tasks and responsibilities to appropriate personnel.
- Identify and resolve issues and conflicts within the project team.
- Identify and manage project dependencies and critical path.
- Plan and schedule project timelines and milestones using appropriate tools.
- Track project milestones and deliverables.
- Develop and deliver progress reports, proposals, requirements, documentation, and presentations to upper management.
- Determine the frequency and content of status reports from the project team, analyze results, and troubleshoot problem areas.
- Coach, mentor, motivate and supervise project team members and contractors, and influence them to take positive action and accountability for their assigned work.
- Build, develop, and grow any business relationships vital to the success of the project.

## **Duties**

- Ensure that safe processes and practices are observed in the Final Test area.
- Train new test staff members in our system builds testing methods and standards.
- Delegate system builds testing tasks to your team.
- Oversee all system builds testing operations.
- Automate as much of the system builds testing process as possible.
- Report any issues back to the development team.
- Log all test results and issues.
- Drive continuous improvement for Functional Test processes and activities.
- Support New Product Introduction activities to ensure readiness for start of production.

## **Requirements and Qualifications**

- Bachelor's degree (preferred) in a technical discipline or a closely-related field
- 5-10 years of test management experience
- 7+ years of experience in a QA Lead, Test Lead or Test Manager capacity
- Project management experience
- Proficiency with automation tools
- Expert in the use of test management tools
- Excellent troubleshooting skills
- Strong understanding of project management, integration and/or equipment testing
- Strong mechanical and electrical knowledge and/or experience
- Must be a disciplined self-starter and be able to execute on assignments independently
- Strong verbal and written communication skills
- Attention to detail and strong problem-solving skills
- Excellent organizational and time management skills
- Strong capacity for operating in a flexible, dynamic environment where creative and strategic thinking is required
- Ability to work with demanding users in a high-pressure environment
- Ability to multi-task is essential

## **Compensation**

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