



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 salaries 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: Warehouse Manager

Location: Fremont, CA

Manages and coordinates all warehouse activities, operations, and staff to ensure conformance to established procedures; implements practices that improve the effectiveness and financial performance of the supply chain.

Responsibilities

- Manages all warehouse activities in support of manufacturing operations, including but not limited to receiving, storing, picking, and shipping materials.
- Reviews, analyzes, modifies, and implements efficient and effective department processes, policies, and procedures.
- Maintains strict inventory control.
- Ensures accurate and timely shipments and receipts.
- Enforces established safety guidelines; promotes a safe workplace.
- Maintains accurate records and metrics; audits as necessary.
- Performs quarterly and/or annual physical inventories; provides inventory reports.
- Implements cycle count program and has plan in place to achieve 97%+ accuracy.
- Processes returned, rejected, and obsolete parts.
- Establishes and maintains professional communication with vendors.
- Develops, implements, and monitors department budget; manages expenses within approved budget constraints.
- Identifies, documents, and implements opportunities for continuous improvement.
- Maintains a working knowledge of all operating systems pertaining to the work area.
- Directly supervises 4-7 employees within the warehouse department(s), in accordance with YES policies and applicable laws. Supervisory responsibilities include:
 - Interviewing, hiring, and training employees
 - Planning, assigning, and directing work
 - Appraising performance
 - Rewarding and disciplining employees
 - Addressing complaints and resolving problems
- Hires, trains, supervises, motivates, and develops warehouse staff; manages schedules and workflow.

- Assigns duties and monitors quality of work; assures staff conforms to organizational policies and procedures and government regulations.
- Provides day-to-day guidance and oversight of subordinates; actively works to promote and recognize performance.
- Keeps up to date on overall activities of the team, identifying problem areas and taking corrective actions.
- Performs other related duties as assigned by management.

Qualifications

- Bachelor's degree (B.A./B.S.) or equivalent
- Two to four years' related experience or equivalent
- Strong inventory control skills
- Knowledge of warehouse operations best practices
- Demonstrated proficiency in supervising and motivating subordinates
- Commitment to excellence and high standards
- Excellent written and oral communication skills
- Basic competence in subordinates' duties and tasks
- Strong organizational, problem-solving, and analytical skills
- Ability to manage priorities and workflow
- Versatility, flexibility, and a willingness to work within constantly changing priorities with enthusiasm
- Ability to work independently and as a member of various teams and committees
- Proficiency in Microsoft Suite (Word, Excel, Outlook); Pivot and vlookup experience preferred
- Proven leadership and business acumen
- Proven ability to handle multiple projects and meet deadlines
- Strong interpersonal skills
- Ability to deal effectively with a diversity of individuals at all organizational levels
- Good judgment, with the ability to make timely and sound decisions
- Ability to understand all safety requirements and cautions
- Ability to perform the physical labor necessary (lift, push, or carry up to 25 pounds; utilize visual acuity to operate equipment such as forklift, ladder)
- Ability to communicate effectively with people at all levels and from various backgrounds

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!