



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

- Designs, analyzes, prototypes, builds, tests, and documents mechanical systems.
- Performs complex electro-mechanical designs and activities such as test, fabrication, modification, troubleshooting and assembly of machinery, mechanisms, electro-mechanical systems, prototype models, specialized test equipment, tools, and test fixtures.
- Specifies guides, bearings, actuators, mechatronics, motors, pneumatics, and vacuum & fluid handling. Integrates overall automation components into highly complex assemblies.
- Integrates customer specifications, safety standards, and performance tradeoffs into working designs. Participates in both design and developments functions at our development labs.
- Demonstrates ability to develop designs from concept sketches and discussions.
- Leads projects with notable risk and complexity; develops the strategy for project execution.
- 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.
- Understands and implements electro-mechanical interface to mechanical designs and assemblies.
- 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
- Experience in mechanical materials selection, fits, and finishes
- Understanding of machining practices

- 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.

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.
- YES prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Come find out why YES is such a great place to work. Apply today!