



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: Quality Program Manager

Location: Fremont, CA (preferred) or Chandler, AZ

We are now looking for an energetic and results-oriented **Quality Program Manager** to further develop and guide YES towards world-class, quality-first program integration. This position will require interacting directly with key customers and managing internal quality initiatives with Operational Root Cause problem-solving methodologies as well as NPI quality processes. The successful candidate will be highly collaborative, and an excellent instructor of key quality concepts associated with quality program improvement. This position will report to the company's Vice President of Global Quality and Development Center General Manager.

Responsibilities include but are not limited to:

- Collaborate with Global Quality, Operations and Engineering teams to proactively lead improvement projects/programs, such as Management of Change (MOC), Failure Mode and Effect Analysis (FMEA), Calibration & MSA, Risk-Based Thinking (RBT), and Risk and Root Cause Problem Solving (RCPS) to enhance Global Quality Management System (GQMS).
- Creating, leading, driving & maintaining quality programs to help all departments improve Quality in Mind concepts and working methodology
- Develop and own internal CAPA process Outcome, Agenda, Roles, and Rules to effectively address quality issues found internally and post-sales
- Create and monitor metrics to measure, supervise, and drive continuous improvement of company-wide quality improvement system and internal corrective and prevention methods
- Maintain governance platform specific to internal problem solving, for quality roadmap initiatives related to implementation of quality system.
- Implement new business processes that support continuous manufacturing improvement.
- Participate in and lead business process improvement projects on "Cost of Lack of Quality." This includes implementing project management within the quality organization.
- Manage external audits including setup, coordination, and successful follow-up with the Global Quality organization. This includes identifying and implementing QMS processes and tools to enable continued success with customers.
- Lead and guide Operations, Engineering/NPI, and Sales using processes establishing quality from design to sales (DFMEA, PFMEA, 8D, 5Ys, 3x5Ys). Manage system for accurate tracking.

- Enhance and drive a proactive process, based on an internal audit program and tracking, to support any non-conformance follow-up through close-out, incorporating lessons learned to continually improve Global Quality Management business processes.
- Manage the communications and access to information from GQMS program and projects through various tools and approaches, such as SharePoint web pages, reports, and other means.
- Support Global Quality by establishing and maintaining Global Quality training plans, training assignments, and training needs. Collaborate with Quality System Manager and Operations/Engineering teams to establish/enhance Global Quality controlled document library and publication of ECN-type notifications.

Required Qualifications

- Bachelor's degree in Business, Mechanical or Electrical Engineering, or related field
- 10+ years of experience utilizing knowledge, experience, and training in Lean and its application within a business management context
- ISO or IATF audit experience, including training and certification
- Project/program management experience
- Excellent leadership/facilitation, team-building, and interpersonal skills
- Experience in driving multi-organizational teams to success on sophisticated multifaceted projects/programs
- New Product Introduction experience
- Experience with DMAIC, CAPA, RCPS (Root Cause Problem Solving) interaction and collaboration with suppliers and customers
- Experience creating teams containing key skills, driving progress to plan, and achieving management consensus and support for sophisticated projects and programs
- Ability to develop and maintain positive, coordinated, team-oriented relationships with peers, coworkers, management, customers, and auditors
- Ability to travel ~30%

Preferred Qualifications

- 5+ years of experience deploying GQMS across an organization
- Semiconductor industry experience (equipment, engineering, front or back-end manufacturing)

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 based on 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!