



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: Director, Supply Chain

Location: Fremont CA

Responsibilities

- Develop new suppliers globally and expand relationships with existing high-performing suppliers.
- Maintain strong alignment between the Supply Chain organization and the Manufacturing, Engineering, Business Unit (BU), and Spares & Service organizations.
- Align with requirements across the BU portfolio of new programs and pursuits. Ensure that these requirements are clearly understood, appropriately staffed, and addressed in a manner that meets or exceeds program expectations.
- Partner with peers across the Supply Chain, Operations, and BU organizations to develop clear supply chain strategies to support pursuits & proposals, ensure that Supply Chain bids and performs to plan, and adapts to identified risks and opportunities as appropriate in the course of program execution.
- Lead, build, and manage a team of Supply Chain professionals, including (but not limited to) Subcontract Managers, Commodity Managers, Material Analysts, Supplier Program Managers, Business Systems Managers, and Material Program Managers.
- Create strategic, operational, and financial plans to achieve the mission and vision of the department. Understand the manufacturing and engineering goals and objectives, and develop a department plan, complete with long-term and short-term objectives.
- Meet all supply chain quality and timeliness requirements in direct support of development and production timelines, while minimizing risk and ensuring compliance with all contractual and legal obligations.
- Develop strategic plans to improve the productivity, quality, and efficiency of the Company's supply chain operations. Develop short-term and long-term inventory budgets to ensure efficient working capital management and timely supply of goods.

Key Duties

- Manage the YES supply chain including sourcing, production planning of suppliers for multiple needs including OEM manufacturers and distributors, build-to-print machining/welding, assembly/paint, shipping, receiving, inventory, field service, and multiple location operations.

- Develop new low-cost suppliers for OEM parts, build-to-print parts, and raw stock of metals and specialty plastics.
- Manage supplier contract negotiations including pricing, terms and conditions, service and support, IP ownership, MOQs, delivery schedules, and transportation.
- Manage supply chain, including supplier relationships, scorecards, and global supplier management.
- Lead consigned inventory management activities.
- Drive continuous improvement, kaizen/lean projects, and productivity to drive savings and efficiency through our supply chain.
- Meet Supply Chain metrics per plan outlined in the annual operating plan, and meet monthly key performance indicators (KPIs) for daily production.
- Maintain relationships with commercial groups, contractors, and vendors.
- Ensure quality of manufactured products from suppliers.
- Manage activities of lean manufacturing project teams for suppliers.
- Foster a culture of safety, continuous improvement, lean manufacturing, winning through suppliers, respect for each other, and process.
- Ensure alignment with other departments including sales, quality, safety, and engineering.

Requirements & Skills

- Bachelor's degree in Engineering, Manufacturing Operations, Supply Chain, Business, or similar field (preferred)
- 10+ years of operations/production experience and at least 5 years of experience in a strategic sourcing or purchasing role in the manufacturing equipment industry or similar industry
- 5+ years in a manufacturing management role within manufacturing automation or similar industry
- Demonstrated knowledge and leadership in LEAN principles and practices
- 2+ years of proven experience implementing and maintaining a continuous improvement culture and LEAN manufacturing environment
- Proficiency in Material Resource Planning (MRP)
- Strong communication and presentation skills
- Ability to recognize obstacles and implement solutions to drive positive results
- Experience in managing multi-site supply chain operations
- Excellent negotiation and relationship management skills with both domestic and global suppliers
- Strong organizational skills with the ability to handle multiple, high-priority projects with keen attention to detail.
- High degree of confidentiality and ethics (required)
- Proficiency with MS Office Suite programs
- Experience with an ERP system and a PLM system
- Strong analytical skills

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.
- 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!