



manufacturing partner  
to innovators



## Engineering Manager

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<b>Company:</b>	SMTC Corporation	<b>Location:</b>	Fremont, California, USA
<b>Department:</b>	Engineering	<b>Reports:</b>	Vice President / Site General Manager

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### Company Overview:

SMTC is a global Electronics Manufacturing Services (EMS) provider with over 25 years of experience working in partnership with Original Equipment Manufacturers (OEMs) in computer, industrial, communications, consumer, medical and renewable energy markets.

- **SMTC** has 4 manufacturing / technology centers worldwide, approximately 550,000 square feet of capacity, and more than 40 manufacturing and assembly lines. Our global footprint includes operations in Canada and the United States and low cost/higher volume manufacturing in Mexico and China.
- **Our customers are the heart of our business.** We go to great lengths to build strong, synergistic relationships with our customers and business partners worldwide. That's why so many SMTC customers have been with us for more than 7 years, and some for more than 15 years.
- **Our services, processes and capabilities deliver customer value.** SMTC provides global end-to-end solutions including design, new product introduction, manufacturing, supply chain management, and after-sales services for the whole product lifecycle.
- **Our people make it happen.** SMTC employees are responsive, results-oriented professionals with a track record for innovative, flexible solutions focused on customer needs. Our expertise in quality, technology and supply chain management offers customers a distinct competitive advantage.

SMTC common shares are listed on the NASDAQ under symbol SMTX. SMTC exchangeable shares are listed on the Toronto Stock Exchange under symbol SMX.

**Position Overview:** The Engineering Manager is responsible for directing all levels/functions of the engineering group at the Fremont site, including, but not limited to manufacturing, processes, test, equipment efficiency and documentation. Direct/instruct the engineering group, with focus on testing strategies, over all processes and design improvement of the manufacturing process and applications affecting customer's products.

### Key Responsibilities:

#### Design & Process:

- Labor Quotes – Review and approve all labor quotes
- Processes – Monitor all manufacturing processes and documentation
- DFM/DFT – Responsible for design of test applications on customer products.
- Test - In partnership with engineers review test strategies for ICT Functional Flying Probe applications.
- Data Collection – Evaluate data and work with teams/engineers on improving quality yields.

#### Quality & Workmanship:

- CAR's – Drive engineering corrective actions, see through completion.
- Efficiency – Continuous process improvement to meet customer changes and demands
- Rolled Yields – Direct responsibility for quality reports per each customer.

#### Equipment:

- Floor Layout – Maintain equipment and manufacturing floor design.
- Equipment Justification – Determine need for new equipment, justification/utilization
- SMT Programming – Direct programming activity on SMT lines.

### **Required Skills and Knowledge:**

- Excellent organizational, analytical, problem solving and interpersonal capabilities, with the ability to develop and mentor employees/peers.
- Strong commercial sense, customer focus and passion for the business
- Capable of making fair and ethical decisions based on fact and business conditions
- Have a keen vision and strategic plan to continuously improve processes and systems
- Potential to take on progressively higher level projects and positions within the organization
- Strong time management skills.
- Ability to effectively work under demand.

### **Required Qualifications and Experience:**

- Completion of a post-secondary institution, college diploma or university degree in an Engineering discipline.
- A minimum of 5 years' experience in an engineering management/leadership capacity, including responsibility for direct reports, within Contract Manufacturing.
- Hands – on experience setting up and maintaining SMT lines/machines
- Knowledge and working experience with Flying Probe
- Experience in manufacturing floor design and layout in a Contract Manufacturing environment

### **Required Leadership Capabilities:**

- Strong commercial sense, customer focus and passion for our business
- Ability to recruit, develop and coach employees and peers and communicate clearly and candidly regarding their performance
- Strong interpersonal skills including confident and persuasive communication skills, both orally and written
- Personal energy and motivation to lead a group of individuals and/or projects
- Strong organizational and work planning skills
- Maturity to establish credibility and respect with a broad range of individuals and influence key stakeholders across all functions in the organization, including the necessary cultural skills to operate successfully
- Ability to make fair and ethical decisions based on fact and business conditions
- Strong strategic thinking and analytical skills combined with an ability to research information
- Creativity to have a vision and strategy to continuously improve processes and systems
- Potential to take on progressively more responsible projects and positions in the organization

**APPLICATION PROCESS:** All applicants interested in this career opportunity should send their cover letter and resume to [corporatehr@smtc.com](mailto:corporatehr@smtc.com) and quote the position title in the subject line.

Please note that only those applicants selected for an interview will be contacted directly.