

Thin Film Process Engineer

Send resumes to: HR@abrisa.com Location: **Torrance CA.**

ABRISA TECHNOLOGIES (www.abrisatechnologies.com) designs, manufactures and distributes precision optical coating solutions and custom fabricated glass optical products via two divisions: **Abrisa Industrial Glass**, located in Santa Paula, CA and **ZC&R Coatings for Optics** located in Torrance, CA. Both companies are in the Los Angeles metropolitan area with 125,000 sq. ft. of manufacturing floor space and around 150 employees.

We are looking for a curious, innovative, and solutions-oriented business development individual to join ZC&R Coatings as a **THIN FILM PROCESS ENGINEER** for Optics -with focus on semiconductor etch processing in Torrance, CA. This 22,000 sq. ft. facility is equipped with custom thin film coating equipment and an array of metrology tools to monitor the quality of the product. We offer a competitive base salary of **\$90,000 TO \$105,000**, along with a comprehensive benefits package, including Medical, Dental, Vision, 401k, etc.

Purpose: Performs a variety of tasks. Works under minimal supervision. Significant independence, creativity and latitude is required. Performs technical projects directed at improving Process Capability and Yields and developing new processes. Familiar process engineering concepts such as Statistical Process Control, Design of Experiments and Statistical Analysis. Relies heavily on experience and judgment to plan and accomplish goals.

Essential Duties and Functions: Essential duties and functions, pursuant to the Americans with Disabilities Act, may include the following. Other related duties may be assigned as deemed necessary by supervisor.

- Track, report and analyze process yields.
- Define, plan, and execute projects directed at yield improvement.
- Define, plan, and execute projects directed at developing new capabilities and process methods.
- In association with Operations and Maintenance Staff, improve equipment reliability and uptime.
- In association with Operations and Quality Staff, support production schedules and improve on-time delivery and delivered product quality.
- Implement process controls necessary for adequate process and equipment monitoring to ensure good yields.

Other Nonessential Duties and Functions:

- May interface with customers and suppliers as needed in support of the above tasks.
- May be required to do limited travel to support the above.

Responsibilities-Supervision and/or Leadership Exercised: Responsible for exercising leadership through a matrix structure with peers and colleagues. No direct reports.

Knowledge, Skills, and Abilities:

- Ability to read and interpret documents such as work instructions, procedures, specifications, etc. (Ability to communicate in Spanish a plus)
- Computer fluency is required, especially Microsoft Office (PLC programming a plus).
- Ability to work with an ERP System and maintain transactional accuracy is required.
- Strong statistical background, including ability to design complex experiments and analyze statistical data
- Ability to interface effectively with multiple levels of technical skill, including relatively non-technical product builders through to senior engineering and management personnel of suppliers and customers.

- Understanding of e-beam coating process and thin film processing and measurement techniques
- Good understanding of semiconductor etch equipment & process
- Strong skills in a root cause analysis and formal problem solving

Minimum Qualifications (including Education):

- Requires a 4-year technical degree or equivalent. In rare cases, informal technical education and very strong experience might be substituted for the degree requirement
- Minimum 3 years' hands on experience in semiconductor etch processing
- Minimum 2 years' experience with coatings or protective films

Licenses and Certifications Required: None (Six-sigma Green Belt preferred)

The following physical requirements and conditions described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Requirements:

Medium work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Physical Demands:

- **Feeling:** Perceiving attributes of objects, such as size, shape, temperature, or texture by touching with skin, particularly that of fingertips.
- **Fingering:** Picking, pinching, typing or otherwise working, primarily with fingers rather than with whole hand or arm as in handling.
- **Grasping:** Applying pressure to an object with the fingers and palm.
- **Hearing:** Perceiving the nature of sounds at normal speaking levels with or without correction and having the ability to receive detailed information through oral communication and making fine discriminations in sound.
- **Reaching:** Extending hand(s) and arm(s) in any direction.
- **Repetitive motions:** Making substantial movements (motions) of the wrists, hands, and/or fingers.
- **Standing:** Remaining upright on the feet, particularly for sustained periods of time.
- **Talking:** Expressing or exchanging ideas by means of the spoken word; those activities where detailed or important spoken instructions must be conveyed to other workers accurately, loudly, or quickly.
- **Walking:** Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.

Visual Acuity:

- The worker is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts, and/or operation of machines (including inspection); using measurement devices; and/or assembly or fabrication of parts at distances close to the eyes.

Work Environment and other Conditions:

- PPE requirements: Steel-toed shoes and safety glasses required when in production floor as a minimum. Other PPE may be required depending on area and specific function needs.

This description is intended to indicate the kinds of tasks and levels of work difficulty required of the position given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of management to assign, direct and control the work of employees under supervision. The listing of duties and responsibilities shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.

- The worker may be subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, electrical current, working on scaffolding and high places, exposure to high heat or exposure to chemicals.
- The worker is not substantially exposed to adverse environmental conditions (as in typical office or administrative work).

Work Authorization: Due to International Traffic in Arms Regulations (ITAR) and Export Administration Regulations (EAR) requirements of this position, all candidates must be presently classified as a "US Person" which includes: a United States citizen; a permanent legal resident (green card holder); or a protected individual (refugee/asylum status)

AAP/EEO Statement: Abrisa Technologies is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

Licenses and Certifications Required: None

Work Remotely – No - Job Type: Full-time

Benefits:

- 401(k)
- Dental insurance
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Tuition reimbursement
- Vision insurance

Schedule: - • 8-hour shift - Work Location: In person

Other Duties:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

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