

Navitas Semiconductor, Inc.

Job Description:

Title: Test Sustaining Manager

Reports to: Sr. Director, Assembly & Test

Based at: Miaoli County, Taiwan

Job Purpose:

Manages Test Sustaining Engineers in Asia. Provide technical guidance to engineer, train and grow each one of them. Standardize specifications and process controls based on best practices. Develop a tool and methodology where lessons learned are written, stored and used to troubleshoot future, similar issues. Reduce test cost by consolidating testers, increase OEE, reduce consumables and maintenance cost and have a good control of hardware inventory. Audits Final test subcons regularly.

Key Responsibilities and Accountabilities:

1. Monitors daily the test yields and output and work on resolving issues such as contact failures as needed on all test sites.
2. Provide technical support to test sustaining engineers when major issues erupt. Be there physically on the concerned site if issues take a long time to resolve.
3. Have a plan to improve test cost and execute it. This may include test consolidation.
4. Be involved in test price negotiations and regularly find ways to reduce cost further.
5. Work with Test Development Engineering in improving test time, test cost, and ensure his team provide full support including new product testing.
6. Meet with the subcon Test management and work on a resolution when line process and control issues persist such as Contacts process controls.
7. Resolve chronic testing issues by analyzing the issues and execute corrective and preventive actions with the Test Sustaining Engineer.
8. Work closely with Supply Chain in meeting the expected test output and help resolve issues as needed.
9. Provide detailed updates to supervisor for better support and management understanding.
10. Improve systems as needed, such as SYL/SBL, PAT, yield tracking and analysis.
11. Help improve the analysis and problem-solving techniques of each sustaining engineer.
12. Ensure that there are written procedures and systems to meet customer and certification requirements and to a certain extent, similar with other sites' procedures and systems.
13. Ensure that the subcons meet their committed cycle time and OTD (On-Time-Delivery).
14. Ensure that the vendors meet both vis/mech and electrical quality goals.
15. Ensure that there are good processes/procedures in the line to avoid any errors, delays or rejects especially contact failures. Work with the sustaining engineers in updating the process FMEA and reducing RPN's.
16. Generate, measure and report vendor KPI monthly and ensure that subcons take it seriously.
17. Perform capacity planning with Supply chain, develop and execute plans to ensure that the right number of testers and other equipment meet the latest forecasted demand.
18. Determine with the test engineers the right handler and other equipment to meet customer expectations and forecasts.
19. Develop a system to monitor the life of sockets, pins, loadboards, cables and other hardware to ensure the lowest overall cost is achieved on all Navitas test sites.

20. Develop and implement a system to ensure each subcon always has the right inventory of HW and consumables, and that they are monitored, safely stored and reordered on time with the right quantity.

Expertise:

- 1) Knows how to troubleshoot tester, handler and T&R issues.
- 2) Can assist in analyzing hardware and test program issues.
- 3) Technology holder – test engineers around him seek his/her technical expertise to solve difficult test issues.
- 4) Knows how to set up new test solutions for HVM.
- 5) Can manage, lead and motivate the test engineers and subcon to meet Navitas operational goals.
- 6) Must know how to balance manufacturing/scheduling demands and technical requirements of the job.

Experience Required:

- 1) Have worked in Semiconductor Final Test as Test Engineer **for at least 15 years**. Product engineering experience is desired.
 - a. Preferably have experience testing both analog and digital products.
 - b. Preferably have experience testing with Accotest tester.
- 2) Have worked in a Test subcon for at least 5 years.
- 3) Has been a manager for at least 3 years.
- 4) Preferably with test development experience.
- 5) Must be an Engineering graduate, preferably Electrical or Industrial.