MEMS/Semiconductor Fabrication Operation Manager

Job Description:

Meridian Innovation is recruiting an experienced and highly energetic Semiconductor Fabrication Operation Manager for wafer level vacuum packaging (WLVP) of infrared detectors, as a part of our integrated semiconductor chip sequencing technology. This position will involve working in a fast moving cross-discipline and highly creative environment. Daily job activities will include setting up and overseeing foundry assembly and packaging processes of integrated CMOS MEMS devices utilizing metal evaporation, lithography, membrane release, wafer level bonding and wafer dicing all while having the unique opportunity of interfacing with our scientists and engineers.

The ideal candidate is a highly mobile and adaptive forward thinking person able to take ownership of complex processes while executing on immediate short term deliverables. Key skills will include complex problem solving, team management, superb documentation / presentation skills and excellent team interaction. Hands on experience with CMOS wafer level packaging processes in class 100 clean room environment, purchase and set up of CMOS fab tools will make for a highly successful candidate.

Meridian Innovation is a well-funded start-up based in Singapore, focusing on thermal imaging for commercial application. This is a unique opportunity to join our small, talented and very experienced team and help shape the future of our products.

Basic Qualifications

• Being a self-motivated, creative, hard-working person with a leadership and entrepreneur mind set.
• Strong foundry/external manufacturing management experience.
• Planning and set up of prototype / small scale manufacturing line for WLVP in class 100 clean room
• Implementation of novel CMOS based MEMS component wafer level packaging techniques (thermo compression / eutectic bonding).
• Wafer to wafer bonding, MEMS release, metal evaporation, lithography and wafer dicing
• Pro-active assessment of risks/failure modes
• Continues improvement of processes (six sigma) to effect positive change in cost/quality/cycle time/functional performance
• Strong documentation skills including process implementation and qualification plan, work instructions, technician training
• Design and implementation of manufacturing systems and documentation for clean transfer into production environment
• Application of FMEA based approach to production line/data and system development to insure highly effective but low overhead approach to process capability monitoring
• Detail oriented data collection and analysis to enable tool and process validations
• Ability to interface with and lead integrated teams involving manufacturing and R&D
• Development of experiments and methods to identify key relationships between parametric changes and product functional performance.

Desired skills

• Bachelor / Master degree or equivalent experience in Materials Science, Electrical Engineering, Chemical Engineering or Physics.
• +5 years of industry experience in custom and volume semiconductor fabrication environments
• Proficiency with Word, Excel, Project, Power Point
• Experience with manufacturing automation systems
• Strong ownership and drive for success
• Proficient in English and Putonghua

Job Location(s): Hong Kong

Please contact Meridian Innovation (HK) LTD: hr@meridianinno.com