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JOB DESCRIPTION

Job Title:	Senior Process Engineer - Automotive	Name:	
Reporting To:	Programme Manager (Automotive)	Date:	
Signed:			

PURPOSE OF JOB

To further enhance the business roadmap, the Senior Process Engineer will build process strategy for manufacturing and support its' implementation whilst ensuring customer schedules are met and work is completed on time and to plan.

TECHNICAL KNOWLEDGE/QUALIFICATIONS

- Minimum of 5 years' experience in the automotive industry with a strong manufacturing/assembly bias within the packaging/semi-conductor processes.
- Qualified to HND level or equivalent as a minimum e.g., mechanical, production or electrical engineering.
- Degree in an Engineering Discipline preferred.
- Experience in fully automated manufacturing assembly lines.
- Excellent written and verbal communication skills both with internal and external stakeholders.
- Good understanding of Quality and preferably with TS/IATF knowledge.
- Experience of planning, developing and implementation of NPI.
- Comprehensive working knowledge of heavy gauge bonding using Aluminium & Copper wire.
- Comprehensive working knowledge of ribbon bonding using Aluminium & Copper ribbon.
- Detailed knowledge of Pressure and Pressure-less Silver Sintering
- Experienced in the assembly techniques of bare die onto AMB / DBC Substrates
- Knowledge and experience of problems solving and improvement techniques.
- Knowledge and experience of the automotive APQP process would be of benefit
- Experience of working with the ISO9001, TS16949 standards would be useful in this role.
- Participate in competitive product benchmarking activities including researching technological trends across other products and industries.
- Team Player and self-motivated.

PRIMARY ROLES & RESPONSIBILITIES

- To build process strategy for manufacturing and support its' implementation.
- Support the Engineering Team in new designs:
 - Carry out time studies on processes and equipment;
 - Liaise with suppliers on new developments & applications;

- Feasibility of all designs to suit manufacturing build requirements.
- Identify, prioritise and coordinate engineering activities, providing support and assistance:
 - Using problem solving techniques to identify remedial actions, implement appropriate permanent counter measures and necessary process improvements;
 - Monitor and identify plant operating performance; implement improvements and reduce waste and delays in manufacturing processes;
 - Layout of new equipment to best optimise space and efficiency;
 - Plan, coordinate and control all engineering project activities;
 - Update operator instructions where appropriate;
 - Planning, developing and implementation of all tooling, jigs & fixtures for manufacturing;
 - Continuous Improvement of assembly process and tooling designs;
 - Support Continuous Improvement Programs throughout the whole of the Manufacturing Process.
- Implement and monitor maintenance programs:
 - Manage machine and equipment installations;
 - Ensure all equipment/parts are on site at due date and fit for purpose;
 - Updating set-up and changeover instructions.
- Participate in regular engineering meetings to ensure that all engineering activities are identified, progress monitored and actions taken.

OTHER RESPONSIBILITIES

- Support Health & Safety legislation and compliance with preparation and maintenance of relevant documentation.
- Establish positive working relationships, motivate and support to ensure a multi skilled and flexible team.
- Responsible for knowing and upholding the H&S Policy and for working in a safe manner and reporting all unsafe or unhealthy conditions or acts.
- Identify & support training needs.
- Develop personal skills through education, training and development, to maintain professional qualifications.

PERSON SPECIFICATION

'Job Description'

Competency Definition	Description of Activities/Behaviours
Planning and Organising Organises and prioritises to achieve results.	<ul style="list-style-type: none"> • Reprioritises when plans change in line with project/engineering plans. • Organises self and time to achieve deadlines. • Strives to complete tasks as efficiently as possible.
Performance Improvement Initiates support or responds to change by continually striving to improve processes or performance consistent with the needs of the business.	<ul style="list-style-type: none"> • Driving, generating and implementing ideas to continuously improve products, services, processes, culture, ways of working and the working environment. • Agrees improvement objectives for self with management. • Takes ownership of personal performance. • Identifies opportunities for change in line with best practice. • Highlights blockages in process and suggests methods for improvement.
Problem Solving Identifies problem and takes appropriate action based on evaluation of all possible options.	<ul style="list-style-type: none"> • Identifies and suggests targets to improve manufacturing productivity and reduce waste. • Re-prioritises tasks or suggests new priorities when problems arise. • Strives to identify the best long-term solution to a problem.
Analytical Thinking Thinks logically and obtains all relevant data in order to make objective decisions.	<ul style="list-style-type: none"> • Analyses data and draws logical conclusions based on data, knowledge and experience. • Determines methodical solutions to tasks. • Seeks help on tasks where necessary from those best qualified to do so.
Understanding the Business Recognises and understands the complexity of the market place and the business and how these impact on each other.	<ul style="list-style-type: none"> • Works closely with the customer to develop and maintain professional communications. • Balances the demands of customers with the needs of the company in order to maximise quality. • Communicates engineering requirements to other departments and vice versa ensuring these requirements are met in a timely and effective manner. • Strives to meet customer demands wherever possible ensuring the implications of customer demands and the company are properly communicated and understood.
Influencing Gains commitment and cooperation from others using appropriate interpersonal style.	<ul style="list-style-type: none"> • Providing direction, resources, inspiration, challenge and recognition to get the best out of others, and enabling them to succeed individually and collectively. • Presents information positively and enthusiastically. • Communicates engineering requirements to other departments in a positive way. • Uses clear, concise and positive language in all communications.

Note: This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.