



JOB DESCRIPTION

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| Job Title | Maintenance Lead |
| Location | Sherman, TX |
| Category | Operations |

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees may be required to follow other job-related instructions and to perform other job-related duties as requested, subject to all applicable state and federal laws. Certain job functions described herein may be subject to possible modification in accordance with applicable state and federal laws.

Summary

GlobalWafers is a leading company in the semiconductor industry with a strong work environment that allows employees to innovate, expand their potential and own their future. Our environment encourages positive thinking, integrity, and a “together as a team we win” attitude. In addition to providing a climate for professional growth, GlobalWafers America offers competitive salary, a comprehensive benefits program and a company matched 401(k) savings plan.

GlobalWafers is building a state-of-the-art facility in Sherman, TX. This facility, GlobalWafers America, will be the most advanced in the GlobalWafers family and will be the new base for future expansions. At GlobalWafers America, we are looking for talented self-starters with imagination, creativity and vision. We are seeking individuals who are original thinkers, possess the drive to achieve results, and have the capacity to assume increasing responsibility in a highly successful global organization. This is an opportunity to be part of a \$3.5B start-up facility and help contribute to solving the US semiconductor shortage.

Maintenance leads will: Drive the planning and scheduling process for the equipment maintenance team by overseeing and managing all equipment maintenance functions in their area. Develop equipment-related plans, policies and procedures. Maintain safety and regulatory compliance relating to the production facility. Selects, develops, and evaluates personnel to build an maintain an efficient team. Work on issues of diverse scope where analysis of situation or data requires evaluation of a variety of factors. Follow processes and procedures in selecting methods and techniques for obtaining solutions. Act as advisor to subordinate(s) to meet schedules and/or resolve technical problems. Develop and administers schedules and performance requirements. Maintenance leads are expected to be proficient in the repair and maintenance of all equipment in their area.

During the startup of GlobalWafers America, this job will be part of a core team of individuals that will be sent overseas for up to 3 months of training. This core team will be the hands-on team for the installation and startup of the manufacturing line in order to get customer samples prepared in a timely manner. During production ramp and as-needed, the core team will be responsible for hiring and building a world class manufacturing operation.

Essential Job Functions

- Troubleshoot and repair semiconductor manufacturing and support equipment
- Maintenance of all electrical/mechanical systems for equipment in the area including sensors, motors, drives, PLCs, pneumatic/hydraulic systems, and precision robots
- Develops preventative maintenance procedures for manufacturing equipment in coordination with company standards and objectives
- Identify, select, and order repair and maintenance tools and supplies
- Develop and maintain equipment spare parts inventory
- Drives improved OEE through continuous equipment and procedural improvements
- Ensures timely response to restore manufacturing equipment to production status
- Oversees and assures the set up and operation of all production equipment in the area
- Prioritizes and maintains work schedules based on production deadlines and ensures deadlines are met
- Maintains a reporting system that reflects schedules, performance, and procedures
- Selects, develops, and evaluates personnel to ensure the efficient operation of the area

Ancillary Job Functions

Required Qualifications

- Bachelor's degree or an equivalent combination of education and experience
- Five years of related work experience
- Mid-level management experience

Preferred Qualifications

- Five to eight years of relevant work experience
- Experience as a manager in a high-volume manufacturing operation

Knowledge, Skills, and Abilities

Expertise, talents, characteristics and behaviors which are typically representative, but not all-inclusive, of those commonly associated with the job.

- Demonstrate knowledge and expertise of equipment repair and maintenance
- Display initiative and accept responsibility for a department section under minimal supervision
- Apply knowledge and skills, and confer with leadership, to develop and execute section strategy
- Understand implications of department/division activities, exercise judgment and discretion in recommending and implementing strategies and improvements
- Supervise and oversee the work of a team of maintenance technicians
- Efficiently delegate work to ensure tasks are completed in a timely and accurate manner
- Effectively utilize available and relevant technical tools and resources (e.g., Microsoft Office, other software or hardware, manufacturing systems and equipment, etc.)
- Identifies, selects, and orders repair and maintenance tools and supplies
- Develops and maintains equipment spare parts inventory
- Possess excellent verbal and written communication skills. Able to explain complex and strategic concepts among diverse audiences, including senior management
- Perform assigned tasks with reliability, honesty and discretion

Work Environment

Environmental or atmospheric conditions commonly associated with the performance of the functions of the job.

- Work areas include, office, maintenance shops, and manufacturing floor

Physical Abilities

Abilities commonly associated with the performance of the functions of the job. The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Walk and stand many hours of the shift
- Exposed to moderate noise level
- May involve work in a cleanroom suit and environment
- Will initially be normal business hours, transitioning to 12 hour shifts when the factory ramps
- Lifting (<40 lbs) may be required

Work Authorization

GlobalWafers America will only employ those who are legally authorized to work in the United States.

- This is not a position for which sponsorship will be provided.
- Individuals with temporary visas such as E, F-1, H-1, H-2, L, B, J, or TN or who need sponsorship for work authorization now or in the future, are not eligible for hire.

Equal Opportunity Employer

GlobalWafers America is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to sex, race, color, religion, national origin, age, marital status, political affiliation, sexual orientation, gender identity, genetic information, disability or protected veteran status. We are committed to providing a workplace free of any discrimination or harassment.