



First Solar Job Description

Job Title: Manager, Manufacturing Engineering (various segments)

Reports To: Director, Manufacturing Engineering

Job Status: Exempt

Basic Job Functions:

Leads and develops the (segment) Manufacturing Engineering team while directing the department's equipment and process improvement initiatives required to achieve the safety, throughput, production yield, and product performance objectives

Education and Experience:

- Bachelor's Degree in an Engineering discipline
- Five or more years' experience in an engineering leadership role. Proven project management performance.
- Five or more years' experience in engineering in a high tech manufacturing environment similar to semiconductor or photovoltaic industries. Vacuum systems experience a plus.
- Proven experience using engineering tools for problem solving and continuous improvement
 - Six Sigma methods
 - Design of Experiments
 - Statistical hypothesis testing
 - Regression analysis
 - Cause-effect analysis
 - FMEA
 - Statistical process control and process capability

Required Skills/Competencies:

- Proven Organizational, Managerial and Personal Development Skills.
- Possess excellent data handling skills.
- Possess excellent verbal, written and graphical communication skills

Essential Responsibilities:

- Leads equipment and process sustaining engineering and continuous improvement activity for the Submodule processing equipment relating to production output, production yield and process control.
- Responsible for leading the completion of all new plant startup process qualification plans.
- Responsible for manufacturing-related controlled documentation that results in consistent high product quality.
- Responsible for preventative maintenance documentation that results in minimal unplanned equipment down time.
- Leads rollout of qualified Development Engineering process improvements to responsible plant.
- Works with Development Engineering and Reliability departments to assure that product performance requirements are achieved.
- Develops department expense and capital budgets.
- Provides engineering support to satellite plants as required.

05/18/2021

- Responsible for interviewing, hiring and training of manufacturing engineering personnel to meet assigned objectives.
- Responsible for effective communication levels and fosters team-building.
- Ensures adherence to all safety procedures and good housekeeping standards.
- Ensure waste materials are discarded in their designated containers
- Ensure hazardous waste containers stay closed except when adding or removing waste
- Ensure satellite accumulation containers stay in their designated locations.
- Willing to be flexible in work hours and performs other assignments as necessary to serve the overall team

Reporting Relationships:

- This position will have direct reports.

Travel:

- Up to 25% travel time required.

US Physical Requirements:

- Will sit, stand or walk short distances for up to the entire duration of a shift
- Will climb stairs on an occasional basis
- Will lift, push or pull up to 27 pounds on an occasional basis
- Required to use hands to grasp, lift, handle, carry or feel objects on a frequent basis
- 20/40 vision in each eye, with or without correction, is required
- Must be able to comply with all safety standards and procedures
- May reach above shoulder heights and below the waist on a frequent basis
- May stoop, kneel, or bend, on an occasional basis
- Ability to wear personal protective equipment is required (including but not limited to; steel toed shoes, gloves, safety glasses, hearing protection, protective jacket or apron and arm guards)
- All associates working on the production floor may be required to wear a respirator at any given time and thus, the ability to wear a respirator is a condition of employment and continued employment (requires little or no facial hair)

Potential candidates will meet the education and experience requirements provided on the above job description and excel in completing the listed responsibilities for this role. All candidates receiving an offer of employment must successfully complete a background check and any other tests that may be required.

Equal Opportunity Employer Statement: First Solar is an Equal Opportunity Employer that values and respects the importance of a diverse and inclusive workforce. It is the policy of the company to recruit, hire, train and promote persons in all job titles without regard to race, color, religion, sex, age, national origin, veteran status, disability, sexual orientation, or gender identity. We recognize that diversity and inclusion is a driving force in the success of our company.