



First Solar Job Description

Job Title: Engineer, Development I PVD

Reports To: Development Engineer or Development Manager

Job Status: Exempt

Basic Job Functions:

- Support development engineering experiments to optimize assigned Coupon Line Innovation Platform (CLIP) processes.
- Plan, organize, and execute engineering experiment execution
- Summarize experimental data and present it in a clear concise format.
- Troubleshoot day-to-day issues in CLIP PVD area in a timely manner, including tool down, yield, and quality issues as well as identifying actions to prevent repeat issues.
- Identify and/or implement system improvements that contribute to the achievement of throughput, yield and coupon performance goals.

Education and Experience:

- Bachelor Degree in an engineering discipline or similar technical discipline, with 2 years of technical work experience as an Engineer or 2 years as a Development Engineer Technician II or III with First Solar.
- Master Degree or PhD in an engineering discipline without experience.

Required Skills/Competencies:

Behavioral

- Ability to work in rapidly changing and team environments.

Technical

- Knowledge of Microsoft Excel and ability to create spreadsheets and charts.
- Knowledge of engineering techniques and practices.
- Knowledge of manufacturing processes.
- Proven organizational skills.
- Knowledge of computer applications.
- Excellent communications skills.

Essential Responsibilities:

- Improve coupon performance by completing engineering experiments.
- Identify opportunities for improvement in process recipe and equipment design.
- Organize and lead cross functional engineering experiments. Coordinate actions of CLIP and development associates in carrying out engineering tests.
- Ensure experiments are documented.
- Successfully interact with other development, manufacturing and production personnel to carryout engineering tests on CLIP and production line.

- Communicate results of engineering tests in a clear and concise manner. Be able to communicate with upper management, development / manufacturing engineers, and production personnel.
- Develop and provide training to CLIP associates
- Develop and maintain process specifications, develop and enforce standard operating procedures
- Develop and maintain process control plans
- Ensure adherence to all Safety Procedures and Housekeeping standards.

- Maintain effective partnerships with HR to ensure that compensation solutions maintain internal equity while meeting business needs
- Assist with Executive Compensation initiatives as needed
- Assist Benefits team with projects as needed
- Other duties as assigned

Reporting Relationships:

- No direct reports.

Travel:

- No regular travel is required outside the First Solar work site.

US Physical Requirements:

Office Physical Requirements:

- All positions in our office require interaction with people and technology while either standing or sitting. In order to best service our customers, internal and external, all associates must be able to communicate face-to-face and on the phone with or without reasonable accommodation. First Solar is committed to compliance with its obligations under all applicable state and federal laws prohibiting employment discrimination. In keeping with this commitment, it attempts to reasonably accommodate applicants and employees in accordance with the requirements of the disability discrimination laws. It also invites individuals with disabilities to participate in a good faith, interactive process to identify reasonable accommodations that can be made without imposing an undue hardship.

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.