



Job Requisition: Laser Operator / Process Tech
Requisition Number: 111510-01

Location:	Hillsboro, OR	Experience:	2+ years
Shift:	First or Sliding	US Status:	Required
Department:	Manufacturing	Date Posted:	11-15-2010
Job Type:	Non-Management	Closing Date:	Until Filled

Micron Laser Technology, Incorporated (MLT) provides subcontract laser processing services for the medical, aerospace, military, automotive and electronics industries. We are a high-mix, medium volume manufacturer that ship 90% of its product same day. Rigid and flexible circuit applications include HDI microvia drilling, close tolerance routing, depaneling, control depth skiving, trace trimming, part marking; serialization, cavity formation, and micro-machining. Medical applications include medical grade metals and plastics machining, Parylene removal, implantable devices, catheters, and disposables for exploratory devices. MLT utilizes 20 plus custom integrated laser tools encompassing 266nm, 352nm, 355nm, 1064nm, 9.3um, 9.4um, and 10.6um wavelengths with dimensional and positional tolerances up to +/- .0005".

Position Description

- Works independently to apply laser material processing methodology with CNC controlled laser systems. Laser processing experience is preferred but not required.
- Applying individuals must thrive in a fast-paced manufacturing environment. Must be able to set work independently, or as part of a team, with little or no supervision to complete job requirements.
- Qualified persons having at least 2-5 years of operating CNC equipment in a manufacturing environment. Relative experience in the electronics manufacturing is a plus. Mechanical aptitude or material science is a plus.
- Qualified persons must have personal commitment to developing new laser process techniques, improving production efficiency, and exhibiting a positive attitude.
- Individual coordinates with engineering and sales to ensure that technical requirements and specifications are met; develops new processes and procedures to verify production part quality on the factory floor; and provides technical expertise and training to peers and new hires.
- Individual must be able to stand for long periods of time and lift 25 lbs.; committed to customer satisfaction and willingness to work temporary overtime as required; be English speaking and an US citizen.

Competencies – General

Communication: Communication follows a logical sequence and is framed in line with audience experience, background, and expectations. Technical terms and jargon related to the industries we serve and the technology / processes we utilize are relevant for fulfilling job requirements. Openly seeks input from others and can present a message in different ways to enhance understanding. Accurately interprets messages from others and responds appropriately with a positive attitude.

Contributing To Team Success: Makes procedural or process suggestions to work group members or other internal employees for achieving team goals or performing team functions. Provides necessary resources or helps to remove obstacles to help the team accomplish its goals. Listens to and fully involves others in team decisions and actions. Values and uses individual differences and talents. Shares important or relevant information with the team. Adheres to the team's expectations / guidelines with a personal commitment to the team and team responsibilities.

Decision Making: Recognize a wide range of potentially difficult issues, problems, or opportunities in own work group, across the organization and occasionally with external customers to determine whether action is needed. Identify the need for and collects information to better understand difficult issues, problems, and opportunities. Integrate information from a wide variety of sources to formulate recommendations for achieving desired outcomes. Implement decisions or initiate action within a reasonable time while including fellow work group members in the decision-making process as warranted to obtain good information, make the most appropriate decisions, and ensure buy-in and understanding of the resulting decisions.

Initiating Action: Takes immediate action when confronted with a problem or when made aware of a situation in own or other work area. Implements new ideas or potential solutions without prompting; does not wait for others to take action or to request action. Takes action that goes beyond job requirements in order to achieve objectives.

Managing Work: Identifies critical and less critical activities and tasks within own and other work groups adjusts priorities appropriately. Ensures that required equipment and/or materials are in appropriate locations so that own and others' work can be done effectively. Allocates own time to complete work and coordinates own and others' schedules to avoid conflicts. Takes advantage of available resources (individuals, processes, departments, and tools) to complete work efficiently. Uses time effectively and rarely allows irrelevant issues or distractions from interfering with work completion.

Competencies - Technical

Analytical Skills: Skill and ability to: collect, organize, synthesize, and analyze data; summarize findings; develop conclusions and recommendations from appropriate data sources with department, customers and/or suppliers. Must be able to convert metric to imperial and vice versa.

Computer Skills: *Computer Aided Design Tools* - Able to apply and manipulate a complete understanding of computer aided design tools and systems (CAD/CAM). MasterCAM experience is a plus. *MRP / ERP Software* – Able to apply and manipulate or have experience with a manufacturing resource planning tool. Infor (Visual Manufacturing) is desired but not required.

Technical Documentation: Complete ability to read, understand, and interpret basic part drawings and specifications. Assists others in understanding detailed drawings and specs. Understand and apply document control including revision control, engineering change control, and internal work order travelers.

First Article Evaluations: Complete understanding and ability to apply job practices and techniques to determine if a part is conforming or non-conforming to specification. Able to

make process and program adjustments based on actual first article results. Interpret inspection findings and determine adequacy of corrective actions. Experience operating metrology tools such as an optical comparator, digital micrometer, digital caliper, and dial indicators are preferred.

In Process / Quality Evaluations: Complete knowledge and the ability to interpret policies, practices, processes, and procedures, (i.e. Inspection and Quality resources including documentation), as they apply to technical documentation to ensure quality product delivery. Complete ability and adherence to in-process inspections according to AQL sampling schedules. Experience with SPC, ISO, Mil Specs, Pre-Control, or most Quality Programs a plus. Ability to initiate, author, and/or contribute to corrective actions to improve internal and part related processes and procedures.

Typical Education

- A high school diploma or GED equivalent minimum required with typically 5 or more years of related experience.
- Associates Degree in a technical or manufacturing discipline and 3 or more years of related experience.
- BS in a technical or manufacturing discipline and 1 or more years of related experience.