

Navitas Semiconductor, Inc.

Job Description:

Title: Subcon Manager

Reports to: Sr. Director, Assembly and Test Operations

Job Purpose:

Works closely with assembly and final test subcontractor/s by ensuring the manufacturing activities meet the manufacturing and test goals of Navitas. He will have two main functions:

- 1) Assembly Operations – Improve quality, reliability and yields, reduce cycle time and meet delivery schedules. He/she provides suggestions to vendor in improving the manufacturing processes, BOM, Quality systems, controls and procedures.
- 2) Qualify new subcons – run characterization, engineering samples and qualification lots ensuring that each lot are processed according to Navitas requirements and quality level. Develop the Quality, Production and Business systems and processes using Navitas' Production Readiness checklist in preparing the subcon for mass production.

Key Responsibilities and Accountabilities:

A. With Subcon's Assembly Operations:

1. Meet with the Subcon's Assembly Operations regularly to align loading plans, output expectations and to ensure flawless execution.
2. Monitors assembly yield results closely and check any manufacturing-related issues. Help resolve those issues.
3. Check for lots that are mavericks (low yield issues), analyze issue with Subcon and seek preventive and corrective actions.
4. Ensures that there are written procedures and systems to meet customer and certification requirements. Engineer may write the needed documents as needed and must use Operation's present document system for document processing and distribution.
5. Ensures that the vendor meet their committed cycle time and OTD (On-Time-Delivery)
6. Ensure that the vendors meet both vis/mech and electrical quality goals.
7. Audit the line from time to time to ensure quality standards and quality systems are met.
8. Work closely with NPI and Assembly Engineering Manager to resolve quality issues, reduce risks and solve process/material issues.
9. Measures and reports vendor KPI monthly.
10. Establish close relationship with the vendor so that our interests, requests and instructions are given more serious considerations. Solve relationship issues.

B. For New Packages:

11. Coordinate with subcon in developing new packaging solutions based from company's need by sourcing the right subcons who can best provide solutions.
12. Review subcon's NRE requirements, package and leadframe drawings, required BOM and processes.
13. Update the Product development team of Navitas and agree on direction/next steps.

Expertise:

- 1) A leader – can manage/lead the subcon, negotiate with them and secure the right response. Knows how to motivate them.

- 2) Assembly Package/Process Engineering expert. Packages with technical and process experience:
 - a. QFN
 - b. TO-247
 - c. TOLL
 - d. D2PAK
 - e. Other Power Packages.
- 3) Must be hands-on engineer.
- 4) Analytical mind.
- 5) Go-getter with high expectations.
- 6) Must be an Engineering graduate, preferably Electrical or Industrial.
- 7) Preferably knows how to speak and read Thai language.
- 8) Must be willing to live in Thailand and also willing to be moved to another country if needed.

Experience Required:

- 1) Have at least 10 years of experience in Semiconductor Assembly Process Engineering.
- 2) Preferably have Package development experience for several years.
- 3) Has worked as Engineering or Subcon manager or worked in a subcon for at least 4 years.