

JOB TITLE: Test Process Engineer II

JOB TITLE	Test Process Engineer II	Requisition # 20029
REPORTS TO:	John Gauthier	
JOB GRADE:	17	
JOB LOCATION:	Canton, MA	

SUMMARY:

The qualified candidate will be responsible for supporting processes and test methodologies to enable the Repair Material Authorization (RMA) area to process field returns and reship product with high quality. Some of these projects include application specific general purpose servers, general purpose base servers platforms, integration of special purpose PCI cards, software applications, tools and utilities. The candidate will be responsible for multi-tasking time to provide engineering support across multiple products and plants.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Update and maintain work instructions for RMA area test and assembly processes.
- Provide/fabricate/purchase tools and materials in support of RMA test and processes.
- Build product in support of proving out repair and refurbishment process methodologies and work instructions including efficiency analysis and labor cost estimates for new products.
- Understand test system development in manufacturing test for new products and transfer instructions to support RMA requirements.
- Provide training to all RMA area employees on applicable work instructions and the proper use of tools and fixtures.
- Review Bill of Materials (BOM) and initiate, review and implement ECO's for UNICOM's RMA area.
- Assist Sr Engineer in design and establish processes for RMA area and test and assembly operations.
- Assist Sr Engineer in design and implement improvements to enable processes to meet critical process metrics.
- Drive implementation of TL/ISO control requirements for the RMA area to insure readiness for certification.
- Perform root cause analysis of RMA area test failures and implement preventive and corrective actions in support of improving product yields.
- Responsible for field quality of RMA units shipped and addressing issues found by implementing process enhancements.
- Ensure final products meet requirement specifications and BOM.
- Assist Sr Engineer to ensure optimal functioning of building systems for the RMA area including mechanical, electrical, and safety.
- Maintain a focus on data security, as well as change control methods.
- Learns about Company's business as appropriate. Shows up to work on time and attends work as scheduled.
- All other duties as requested by supervisor or department head.

COMPETENCY QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. If an employee does not meet the required competency level in any area, a required development training plan will be implemented.

Job-Specific Competencies:

(Education and/or years of experience; technical and/or analytical; software or applications; department and/or position specific; internal or external certifications required)

- BS required with 3-6 years of related experience or AS degree with greater than 10 years equivalent experience for job description.
- 3+ years experience in Manufacturing Engineering environment
- Exceptional written and verbal communication skills
- Trained and able to apply Lean Manufacturing techniques
- Ability to evaluate, document and educate on required manufacturing operating work instructions, processes, test script integration and process control plans
- General knowledge on generating and processing ECO's and BOM's with ability to learn and assist Sr Engineer to deploy product and process changes.
- Should be comfortable working in a Linux environment as well as author and edit shell scripts.
- Experience automating Linux kickstart installations.
- Experience with Bash, Perl, Powershell or Python programming languages is preferred.
- Understands how to support TL/ISO procedures and implement ease of use tools that enable data collection expectations
- Requires knowledge of server technology and troubleshooting experience
- Ability to learn all operational aspects of the Company's products and services
- Experience with Linux and Windows environments and software support
- Preferred knowledge of Intel and Dell system configuration and support or equivalent
- Preferred knowledge with Oracle Agile Product Lifecycle Management or equivalent
- Ability to travel about infrequently to UNICOM sites to support RMA initiatives

Management Competencies:

(Management experience required)

- None

Core Competencies:

(Other core requirements including communication, presentation, language, math, and reasoning skills)

- Ability to read, write and speak English.
- Ability to compose reports and correspondence.
- Excellent written and verbal communication skills.
- Ability to use word processing, spreadsheets and electronic office tools.
- Knowledge of advanced mathematics and engineering skills that will enhance implementation of automated test scripts and server test technology is required.
- Strong analytical skills and the ability to logically break down complex situations into tasks, or to formulate fault trees for risk analysis.
- Ability to define problems, collect data, establish facts and draw valid conclusions.

- Know and follow established company core values.

PHYSICAL DEMANDS:

The physical demands described here 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 the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; to sit, stand, walk; and to talk and hear. Specific vision abilities required by this job include close vision and the ability to adjust focus.

- Lifting Requirement: 20 pounds
- Lifting Limitations: 50 pounds

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level in the work environment is usually moderate.

If you are qualified and interested in this position, please contact [Fidele Mpongo](#) in Human Resources by July 22, 2020.