

Position Specification

Sr. Manufacturing Development Engineering (MDE) Manager, CIS China Engineering

Our Client

With a 50-plus year history of leadership, our client is a US\$14.8 billion global provider of engineered electronic components for thousands of consumer and industrial products; network solutions and systems for telecommunications and energy markets; wireless systems for critical communications, radar and defense applications; and undersea telecommunication systems. It designs, manufactures and markets products for customers in industries ranging from automotive, appliance, aerospace and defense to telecommunications, computers and consumer electronics.

Our client has nearly 96,000 dedicated employees who are based throughout the world, with approximately 34,000 employees in China.

As part of the global organization, Communications & Industrial Solutions (CIS) business division is one of the world's largest suppliers of components and value-added assemblies for a wide range of industries such as computer, communications, industrial machinery and equipment, and commercial building and equipment. The business unit also covers Global Fiber Optics.

CIS is one of the largest business divisions within our client organization, with total annual revenue at about US \$3.2 billion. CIS Asia Pacific has 14 plants in China, Singapore, New Zealand, and Vietnam, with sales of about US \$ 2 billion. CIS Asia Pacific plans to continue to aggressively expand its share in emerging markets with a strong focus on China. CIS China has 11 plants in China, with total employees at around 24,000.

The Role

The Sr. manufacturing development engineering (MDE) manager in CIS China engineering organization will be leading a MDE team responsible for process development and support to insure successful launch of highly-engineered interconnect products from design concept to mass production. The candidate must demonstrate a track record in bringing product design to high-quality large volume production. To accelerate product time-to-market and time-to-volume, the chosen candidate must continuously improve MD process efficiency by using advanced manufacturing development tool and lean design problem solving process.

The main responsibilities include:

- Lead Simultaneous engineering effort

- Plan and lead MDE team in very early involvement in new product design process
Assess the viability of the product design for manufacturability
Use best engineering practices including equipment and process to optimize investment and manufactured cost given product performance and qualify specifications
- Direct tooling design and development
 - Plan, review and advise on all major engineering programs' capital expenditure requests related to application tooling that meet budgeted manufacturing plans
 - Make pre-production tooling design ready for fabrication on a timely basis and within established quality and cost objectives
 - Perform quality measure and control for fabricated tooling
 - Adopt and implement advanced engineering productivity programs such as 3D tooling design for improved tooling quality and engineering efficiency
 - Integrate product and tooling design process
 - Supervise on optimization of entire engineering design flow from product design concept to the completion of the pre-production tooling
 - Support mass production for new products to insure time to volume
 - Coordinate engineering tooling transfer to high-volume manufacturing plant
 - Assist in mass-production tooling design and quality assurance
 - Support mass-production quality control
 - Team management
 - Manage and grow the MDE team
 - Develop MD competency through accelerated training programs
 - Supervise model shop and preproduction activities

Candidate Profile

- Experience & Performance Competencies
 - Minimum of 12 years manufacturing development experience preferably in the interconnect industry and minimum of 5 years of people management experience
 - In-depth knowledge of design process and its interaction with manufacturing
 - Experienced in CAD/CAM/CAE, mold/die design and fabrication
 - Lean manufacturing experience
- Personal Competencies
 - Bachelor's degree or above in mechanical or process engineering or equivalent
 - Strong English communication skills to interact with multi-functional global teams, MNC experience preferred
- Mature, self-drive and result-oriented

Base Location

- Shanghai

Compensation

- Based on competency and experiences; Global competitive compensation package

Contact

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Position Specification

Customer Focus Team (CFT) Business Development and Program Manager

Our Client

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The Role

The CFT Business Development and Program Manager will promote step function expansion of new product sales through direct customer engagement – bringing together all aspects of the business relationship (initiatives, strategic programs and product technical knowledge) into one focused team. In fulfilling this mission the candidate should become the first call for the customer's design engineering group for all new applications. The successful candidate will require a high degree of initiative, technical competence, a broad product knowledge, creativity, excellent communication and computer skills, tact and integrity. This person will improve supplier/customer relationships and satisfaction levels in support of these goals with the overall goal to increase the content of products in the customer's end product, thereby increasing sales. In addition to that, the CFT Business Development and Program Manager will work with customer Global Account Manager to guide and lead the customer throughout our client,

to provide direct access to key company personnel, existing product information, and new concepts/designs as required, to obtain increased sales.

Main responsibilities include:

- Be responsive to the customer's needs as a point of contact for all issues, both on existing products and new products for the following functions
 - Design Engineering support at the concept stage
 - Quality Engineering - Customer unique quality requirements
 - Product Engineering
- Be knowledgeable as to whom within the organization has the information requested by the customer. Follow up to assure that the information was provided to the customer, in a timely manner
- Track new business opportunities within the account and identify growth opportunities for existing products and new programs. Leverage broad product portfolio to align unique skill sets with customer's future requirements
- Is aware of and utilizes corporate and divisional procedures and forms in the daily pursuit of his duties
- Is familiar with manufacturing, development, product, and quality engineering responsibilities and procedures and cooperates in project related assignments
- Keep abreast of technological advances in materials and equipment, competitors and competitive products thru seminars, lectures, personal contacts, etc. Recommend new techniques and devices when feasible
- Be required, from time to time, to make product and technology presentations and arrange special technical trade fairs that will showcase the our client's products and technologies
- Establish and track customer initiative and major program progress reports and action item lists related to customer issues
- Work closely with key customers to understand industries' standards and technology trend, anticipate and define near-future product requirement as a result of regulatory and technology evolution
- Provide direction and system expertise for engineering team to develop new products and realize substantial new product sales growth annually
- Being articulate in translating complicated product abstract to a set of executable design objectives for the engineering design team
- Drive new product design optimized at system level that maximizes customer values in terms of total (sub-) system BOM cost, features/performance, manufacturability and usability

Candidate Profile

- Experience & Performance Competencies
 - Minimum of 12 year engineering experience in Telecom industry
 - Deep understanding of electrical interconnect sub-systems and their performances in high-speed telecom equipment
- Personal Competencies
 - Bachelor or above degree in Electrical Engineering or equivalent

Excellent Chinese and English communication skills to interact with multi-functional global teams

Quick and innovative to identify and act on business opportunities through working with customer and sales team

Mature, self-drive and result-oriented

Base Location

- Shanghai

Compensation

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Position Specification

Sr. Manager, Product and Development Engineering (PDE), CIS China Engineering

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The Role

The Sr. Product and Development Engineering (PDE) manager in CIS China engineering organization will be leading a young and talented engineering team responsible for the design and development of electro-mechanical interconnect products with inputs from industry marketing, product management, sales or direct customer engagement. The candidate must be proactive in acquiring knowledge and experience more rapidly for the team through training and collaboration with engineering teams in other regions. The candidate is also required to have a high degree of initiative, technical competence, broad engineering process knowledge and excellent communication skill. In particular, he or she must have a track record in driving engineering team to deliver innovative products to customers on time and within the budget. To accelerate product time-to-market and time-to-volume, the chosen candidate must demonstrate the ability to continuously improve

engineering process efficiency and product quality from design concept to mass production.

The main responsibilities include:

- Actively participate in division's business strategy discussion and planning
- Develop and execute engineering operating plan based on BU's business strategy and financial objectives at the direction of CIS engineering director
 - Work closely with industry marketing, product management team, sales teams and customers
 - Participate and define product design specifications
 - Lead to capture Voice of the Customer (VOC) via direct customer engagement
 - Provide direction from engineering perspective for business team on new product, technology trend and competitive information
 - Coordinate between engineering and operation on (pre) production tooling design, fabrication and qualification to insure the accuracy and final quality in the mass production of the products
- Manage the product development function with focus on one of the key industries such as high-speed data communications
 - Lead the team from conceiving original design concept from product spec or customer requirement to product solutions that are technically sound, economical and manufacturable
 - Supervise the implementation of engineering policies, procedures and engineering productivity tools to provide working guidelines and direction for the team

 - Monitor project schedule, evaluate the results of all projects and prepare recommendations to management about significant changes that need to be made in terms of resources, procedures, systems, or technology in order to ensure successful and timely completion of projects.
- Prepare and manage engineering budget for assigned products and team's future growth; Identify areas for margin improvement and cost reduction
- Develop and deploy customer focused engineering teams to penetrate key customer accounts for sustained business growth with innovative platform or system solutions

Candidate Profile

- Experience & Performance Competencies
 - Minimum of 5 years engineering management experience preferably in an interconnect industry
 - Experienced in CAD/CAM tools
 - Understand Gigabit Ethernet, high-speed backplane, I/O standards and their applications

Electrical engineering capability such as high-speed circuits simulation, signal integrity design or testing experience is a plus

▪ **Personal Competencies**

Bachelor or above degree in mechanical or electrical engineering or equivalent
Strong Chinese and English communication skills to interact with multi-functional global teams
Mature, self-drive and result-oriented

Base Location

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