



CMEHR@Custom-mfg-eng.com
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SMT Lead

Job ID: 2021-18B
Regular/Temp: Regular
Full-Time/Part-Time: Full Time
Submit Reply and Resume to: CMEHR@custom-mfg-eng.com

MUST complete Predictive Index test before applying:

<https://assessment.predictiveindex.com/54R/489b1376-b327-460f-9d7a-ea171fdb7ec1?type=candidateba>

Job Summary:

At CME, the job of the SMT Lead is to provide direction to SMT personnel, monitor the quality of work, ensure employees receive the proper training, and address all manufacturing issues. As SMT Lead, you will oversee and assist with the daily SMT manufacturing operations including process and procedure improvement activities and will function as a member of the manufacturing team, contributing skills and capabilities toward eliminating non-added value elements in CME's manufacturing process so that we can inspire customers to use our expertise to design and build solutions! Are you someone who has a passion for working toward enhancing the users experience or support the automotive, aerospace, military, heavy equipment or tech industries? Do you enjoy using your leadership skills to inspire and motivate teams? Then we want to speak to you!

Duties and Responsibilities:

- Approves bare boards and components by confirming specifications, conducting visual and job order accuracy; rejecting and returning unacceptable materials as needed
- Ability to run SMT equipment including but not limited to: Paste printer, pick and place, reflow oven etc.
- At times could be the sole operator within the SMT area as we are a small business with low volumes of PCB assemblies
- Load programs, monitor and basic troubleshooting of PCBA manufacturing equipment. Working with engineering to resolve issues as needed
- Adhere to and enforce ESD regulations. Test work bench ESD mats and ESD floor for resistivity
- Ensure material handlers supply the workstations with material quickly and efficiently
- Maintain a safe and clean work environment by educating and directing personnel. Ensure equipment and tools are in good working condition and available for use when required
- Ensure all stations are producing product that meet the company's quality standards
- Evaluate and modify the manufacturing material workflow for increased throughput and productivity if required
- Attend and participate in regular production meetings
- Uphold all IPC, ISO and OSHA standards applicable to the responsibilities above
- Verify work instructions to ensure they are efficient and comply with safety and regulatory standards
- Prepare and submit reports to management if required
- Other duties as assigned

Job Qualifications:

- Strong interpersonal, verbal and written communication skills
- Strong sense of personal ownership and drive for quality
- Experience in printed circuit board manufacturing

- Knowledge of J Standard, IPC610, IPC620 is desired
- General knowledge of electronic manufacturing processes.
- Good written and oral communication skills Clerical and computer skills, Proficient with MS Office: Word, Excel, PowerPoint, Access.
- Ability to multitask and prioritize work to meet tight deadlines.
- Strong problem solving and teamwork skills. Flexible with changing assignments and priorities.
- Physical demands include but are not limited to: ability to lift 50 lbs., able to conduct visual inspections, and ability to walk and stand 70% of the day

Minimum Requirements Needed:

- High School or AA/AS degree (trade or tech school) from an Accredited College/University
- Minimum of 5 years SMT and through-hole experience in a PCBA manufacturing facility
- Must be able to achieve CIT (training certifications) in IPC 610, IPC 620, IPC 7711/7721 and J-STD-001 soldering
- Positions with CME require access to controlled goods and technologies subject to the International Traffic in Arms Regulations or the Export Administration Regulations. Applicants for these positions need to be "U.S. Persons," as defined in these regulations. Generally, a "U.S. Person" is a U.S. citizen, lawful permanent resident, or an individual who has been admitted as a refugee or granted asylum.
- Successful Passage of Required Screenings & Tests: Background Check, Reference, Credit, and Drug Testing

Travel Percentage Required: Minimal & Usually Local to Vendors. 0% -5%

An award-winning Tampa Bay small business for two decades, Custom Manufacturing & Engineering, Inc. (CME®) delivers Engineering, manufacturing, test, and calibration/repair services to Government and Industry. Join us at CME, where one can "Use Our Expertise to Design & Build Your Solutions" CME's culture is embodied by Core Values that are focused on: Serving the customer while protecting CME, delivering quality products and services as required, solving problems, working with energy and passion, and encouraging and developing employees that challenge themselves.

As a strong supporter of Science, Technology, Engineering and Math (STEM) and other select charitable initiatives, CME promotes and encourages employee community support to nonprofit organizations or educational institutions, especially for mentoring and school/student support. Most of CME's products and services are focused on the development and manufacturing of energy efficient and sustainable products such as more efficient power supplies, intelligent power distribution units, energy saving solar panels, and other electronic systems, end products, or components. (www.custom-mfg-eng.com).

CME is an Equal Opportunity/Affirmative Action Employer. *All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.*

*As a U.S. defense contractor CME is also subject to additional rules and regulations regarding the hiring of foreign persons. **In compliance with U.S. federal law, all persons hired will be required to verify identity and eligibility to work in the United States; CME cannot accept any person for employment who does not meet employment eligibility requirements, E-Verify verification, and/or is in the U.S. under a student (F1 and/or OPT, J1, or M1) and/or temporary work visa.** For the purposes of clarification, the I-9 defines eligibility of an employee as a: U.S. citizen, permanent resident card or alien registration card (Form I-551), a person with a temporary I-551 stamp on their passport or U.S. immigrant visa, and/or passport from the Federated States of Micronesia (FSM) or Republic of the Marshall Islands (RMI) with Forms I-94 or I-94A indicating nonimmigrant admissions under Compact of Free Association between the U.S. and FSM or RMI.*

Removal Date: August 1, 2021