

Senior Electronics Technician

Want to join an exciting high-value, high-tech manufacturer?

COTSWORKS, LLC is a leader in the Industrial, Military, and Aerospace fiber optics and networking market and is seeking individuals who want the opportunity to work with good people and for a growing company that recognizes the importance of work-life balance, offers a great work environment, competitive pay and benefits, and opportunities for career advancement.

Come join the team at COTSWORKS!

COTSWORKS designs and manufactures rugged optical components and subsystems to operate in harsh environments. Our products are utilized worldwide in commercial and military aerospace, military tactical, oil and gas, and other industrial markets. Founded in 2006, the company, headquartered in Cleveland, Ohio, supports the Americas and Asia – while COTSWORKS' GmbH, located in Fulda Germany, supports Europe and the Middle East.

For more information, please check out our website at <http://www.cotsworks.com>, connect with us on LinkedIn, or visit our Indeed.com page (https://www.indeedjobs.com/cotsworks-llc/hl/en_US) to view all our current position openings.

JOB SUMMARY

The Senior Electronics Technician is a full-time position where the incumbent applies advanced technical knowledge to solve manufacturing, testing, and repair problems. Under limited supervision, the incumbent performs a variety of tasks and repairs related to the manufacture, testing, and data collection of opto-electronic (transceivers) and cable assemblies. In addition, the individual supports the maintenance of test hardware and software necessary to advance the production capability and throughput of the Operations Department. This position is key in the technical analysis of product reliability, quality, and performance issues in use by COTSWORKS customers. This position will provide technical guidance and training to other Technicians in Production.

JOB RESPONSIBILITIES

The following broadly outlines basic duties and responsibilities which are not intended to be all-inclusive.

Testing and Repair

- Tests and debugs non-conforming products using oscilloscope, logic analyzer, multimeter and bit error rate testers.
- Analyzes and troubleshoots electrical and electronic sub-systems to the component level using a schematic.
- Assembles products and performs configuration, calibration, and testing.
- Repairs electrical and electronic sub-systems using standard practices, quality standards, and safety procedures.
- Reworks circuit board assemblies by hand-placing and soldering (0201 SMT and TH) electronic components using soldering equipment (iron/tweezers) and a microscope while taking appropriate ESD precautions.

Production Support

- Interfaces with Manufacturing Engineering and Quality proactively to solve problems and to identify possible corrective and preventive actions.
- Coordinates failure analysis, root cause analysis and product improvement.
- Interfaces with Production, Inventory Control, and Purchasing to maintain proper records and dispositions of non-conforming materials.
- Monitors the performance of and maintains the operations of test equipment along with replenishing supplies.
- Installs and works with job specific software (i.e. Windows OS, Brady printer, MRP, and MES) required for configuration and tests.
- Logs test data using MS Excel and MySQL to perform simple analysis functions.
- Reviews work instructions and recommends changes based on input from others.

Technician Training and Coaching

- Supports Production's skills training programs by aiding technicians in the completion of skills and/or certification training as scheduled.

- Works proactively to train and improve technicians' skills in troubleshooting, problem-solving, repair techniques, testing, and equipment use.
- Creates appropriate aids (e.g., How To guides, charts, tips sheets, checklists) to facilitate just-in-time training and coaching for technicians.
- Promotes compliance to standard operating procedures, written instructions, and safety practices.
- Trains technicians with enthusiasm, inspiring and motivating them to embrace skills development.
- Develops and maintains positive working relationships with technicians, effectively handling conflict situations.

QUALIFICATIONS, KNOWLEDGE, SKILLS AND ABILITIES

- High School diploma (GED or military equivalent training) with electrical technology classes (i.e., math, basic electronics) and five (5) years of applicable work experience required. Associate degree in electronics preferred.
- Five (5) years' hands-on experience to include electronic debug and repair, assembling electronic products, and electronics production.
- Three (3) years applying knowledge of electronics/opto-electronics RF and analog electronics preferred.
- Three (3) years' hands-on experience executing detailed test procedures for electronic products utilizing various test equipment (i.e., oscilloscope, microscopes, BERT, multimeter, etc.).
- Two (2) years' hands-on experience working with small parts and components (i.e., 0201-sized).
- Two (2) years' hands-on experience soldering/de-soldering components (e.g., assembling work for circuit boards).
- Expert ability to perform essential tasks in the manufacturing process (i.e., soldering 0201-sized components via SMT and THD, programming, testing, test setup, assembly processes).
- Demonstrated ability to troubleshoot to the component level using a schematic, performing troubleshooting tasks from board level to top assembly and integrated levels.
- Proficiency in reading and understanding drawings, schematics, technical documents, user manuals, and test plans.
- Well-developed organizational, time management, and project management skills.
- Basic knowledge of ISO 9001/AS9100 practices and documentation is beneficial.
- Proficient in writing, verbal communication, and presentation of technical material to technical and non-technical audiences.
- Proficient with the use of common office productivity tools and equipment (i.e., basic keyboarding skills, Microsoft Suite, specifically Excel).
- Strong interpersonal skills with the ability to interact with employees at all levels in a calm and patient manner.
- Demonstrated ability to work independently and complete work on schedule in a safe and efficient manner.
- Proficient in building collaborative relationships while working with diverse groups, in a collaborative manner.
- Conducts oneself with a high-level of professionalism and personal integrity.
- U.S. citizenship required.

BENEFITS:

- Paid Vacation Leave
- Medical Coverage
- Short-Term and Long-Term Disability
- Paid Sick Leave
- Dental Coverage
- 401(k) Plan
- Paid Holidays
- Vision Coverage
- Tuition Reimbursement

REQUIRED: All candidates **must be U.S. citizens (no green card or visa)**. Candidates must be willing and able to pass a background check and drug screening to be considered for a position at COTSWORKS, INC.

COTSWORKS is proud to be an EEO employer M/F/D/V. We are simply looking for honest, ethical, and hardworking individuals who are eager to work in a fast-paced, team-based manufacturing environment.