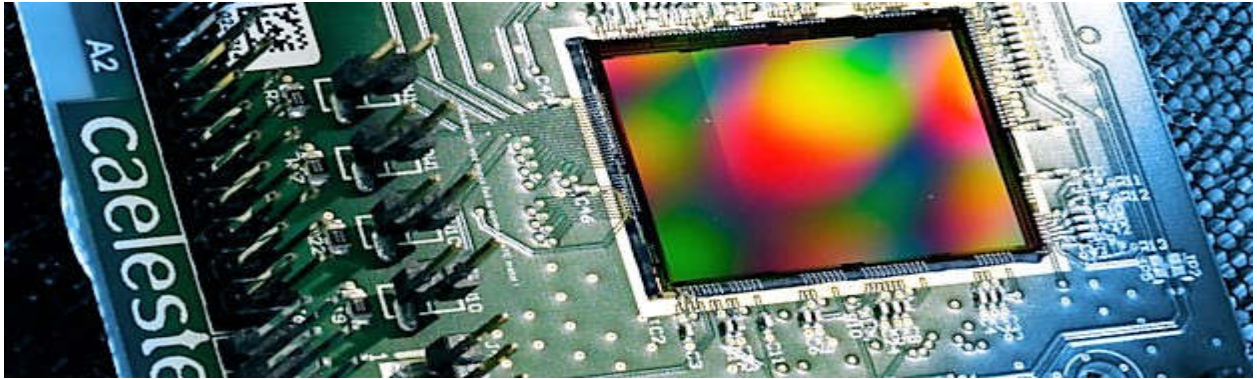


System & Characterization Office Leader



About Caeleste

Caeleste is a dynamic and innovative SME with a proven track record in design & supply of beyond state-of-art custom-designed high-end CMOS image sensors. The company differentiates through its capability of handling the most advanced projects, resulting in high performance imagers, developed in close collaboration with its customers for space, scientific, medical, industrial and life science applications. Thanks to the in-house expertise on high-speed, sub-electron noise, ultra-high dynamic range and extreme radiation-hard designs, Caeleste ensures an end-to-end quality focus on the entire product flow: from architecture, design, prototyping, test & characterization up to production and test for customer deliveries.

We will welcome a new System & Characterization Office Leader. He/She will organize, manage and represent the hardware, software & test team that is responsible for the verification, characterization, test, automation and qualification of our image sensor prototypes & products.

About your job as System & Characterization Office Leader

You are the central responsible to steer the system development and characterization team of our CMOS image sensors during the complete product life-cycle – from project intake until the delivery of a qualified product to our customer.

This means:

- Before the project start, you provide expert input w.r.t. the verification of beyond state-of-the art image sensors into the project intake process
- During the design phase of the image sensor you interact with the internal design teams as responsible for the prototype bring-up & characterization system of a new sensor. In parallel with the sensor design, your team specifies & designs the test system (ie. the hardware boards & packages, the firmware and the software) and prepares test plans and methods.
- The bring-up, debug and full characterization of the new image sensors is organized by you.
- For the production phase you interact with external suppliers and operations engineers. You organize production test hardware & software from wafer sort to final tested product delivered at the customer
- You interact with the customers and project managers to make sure that the delivered products are correlated with the customer's application
- Your team provides the support for the appropriate aftercare and maintenance services

You work with a continuous focus on in-time delivery with predictable & reproducible quality and cost targets. This drives you to define, organize and mature the automated characterization flow with an innovative mindset, based on your theoretical and hands-on understanding of the latest technologies involved in the validation of custom-build high-end image sensors.

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You have a natural tendency to highly organize your dynamic priorities in the areas of:

- Prioritized planning of your team members activities in view of the project needs, team skills and available resources
- You continuously coach and support your team members and evaluate the team performance
- Technical issue management, including systematic root-cause analysis in co-operation with the design teams in the lab, as well as with foundries & suppliers to mitigate on short term and put error-avoidance mechanisms in place
- Technical documentation management to log and learn, while reporting without overhead
- Supplier management to ensure long-lasting relations with board manufacturing subcontractors, key component & test equipment suppliers
- Efficient automation of test & characterization methods for custom designed image sensors

You balance managerial aspects with continuous updates of your technical savvy in the areas of:

- Digital and analog hardware design: technology, materials, mechanics, ...
- State-of-the-art firmware, software automation & scripting solutions
- Image sensor packaging and assembly
- Image sensor characterization methods and practices

You act as the company's System & Characterization reference. Along with Caeleste's business, you will continuously sharpen your technical expertise and people leadership skills. Your experience will allow a smooth operational integration. You operate within a multi-disciplinary team with a mix of junior and senior experts. Mutual support is the daily routine in the company. You work closely with the project managers and represent your team in Caeleste's Management Team.

Job specific requirements:

- Master of Science in Electronics Engineering, Physics or equivalent by experience
- Experience with recruiting, guiding & motivating focused groups of technically skilled people
- Experience with planning and priority setting in a similar dynamic context
- Fast learner of theoretical and hands-on hardware, firmware and software test technology evolutions to master and discuss with internal and external world-class experts
- Hands-on experience with complex test setups and lab equipment

- Understanding of custom CMOS chip design, manufacturing & test processes
- Understanding of digital and analog electronics, board and FPGA technologies

- Excellent communication skills in English writing, presenting, foundry & supplier interaction
- Committed team player who takes ownership of the System & Characterization team
- Creativity, an analytical mind and problem-solving skills
- Caeleste requires a self-starting & hands-on spirit from all its employees

Additional skills that are of interest:

- Experience in dealing with CMOS foundries and electronic test & packaging is a plus
- Experience or interest in design, usage, test and applications of image sensors is a plus
- Experience with quality assurance and ISO900x is a plus

For all your questions, please contact Ewa Burzynska or jobs@caeleste.be