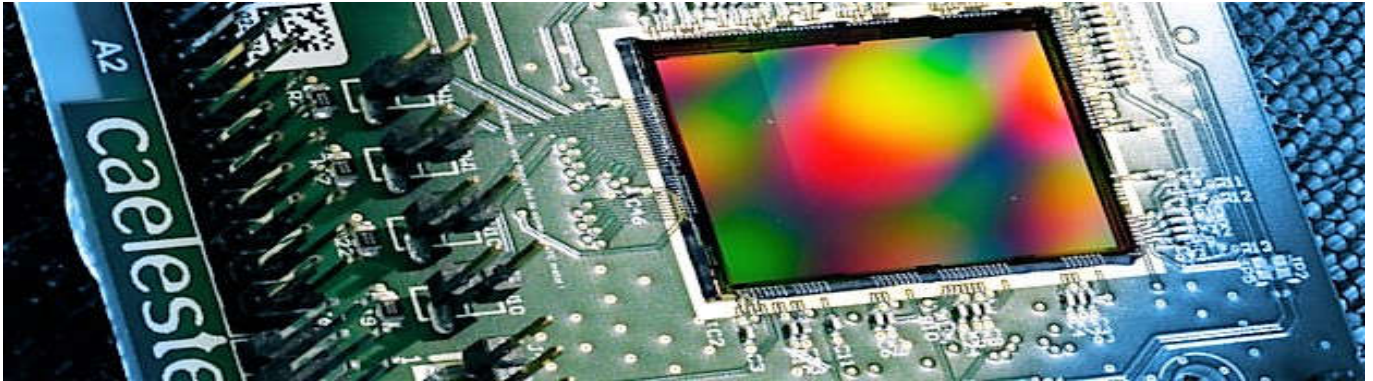


System & Characterization Office Leader



About Caeleste

Caeleste is a proud group of engineers, scientists & enthusiasts who create innovative CMOS image sensor solutions. We go the extra mile to create unique & beyond state-of-the-art solutions that allow our customers to differentiate in their field of expertise. From within our Belgian office, we collaborate with world-class multi-national companies that shape the market in 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. At Caeleste, having fun goes hand-in-hand with our pride. By becoming a part of Caeleste, you will be able to experience the direct impact of your ideas and actions, regardless of your role or seniority.

System & Characterization Office Leader

You are the central responsible to lead 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 on image sensor verification into the project intake process
- During the design phase of the image sensor you interact with the internal design and test 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 customer 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 characterization & test 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.

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 act as the company's System & Characterization reference. Along with Caeleste's business, you will continuously sharpen your technical expertise and people leadership skills. You operate within a multi-disciplinary team of system & test engineers – a mix of junior and senior experts. 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

- Creativity, an analytical mind and problem-solving skills
- Excellent communication skills in English writing, presenting, foundry & supplier interaction
- Committed team player who takes ownership of the System & Characterization team

Additional skills that are of interest:

- Working language is English, any other language is a plus
- 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
- Experience in electro-optical characterization or evaluation of image sensors

We offer:

- A competitive compensation & benefits package
- A competitive & international context of world-leading companies
- A technological playground within a mixed-skilled, multi-cultural team of experts
- A continuous focus on learning at Caeleste University
- A flexible & pragmatic environment with attention to teamwork and work-life balance

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