

## Thin Film Process Engineer

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Send resumes to: [HR@abrisa.com](mailto:HR@abrisa.com) Location: Torrance Ca.

**ABRISA TECHNOLOGIES** ([www.abrisatechnologies.com](http://www.abrisatechnologies.com)) designs, manufactures and distributes precision optical coating solutions and custom fabricated glass optical products via two divisions: [Abris Industrial Glass](#), located in Santa Paula, CA and [ZC&R Coatings for Optics](#) located in Torrance, CA. Both companies are in the Los Angeles metropolitan area with 125,000 sq. ft. of manufacturing floor space and around 150 employees.

We are looking for a curious, innovative, and solutions-oriented business development individual to join ZC&R Coatings as a **THIN FILM PROCESS ENGINEER**. This 22,000 sq. ft. facility is equipped with custom thin film coating equipment and an array of metrology tools to monitor the quality of the product. We offer a competitive base salary of **\$90,000 TO \$105,000**, along with a comprehensive benefits package, including Medical, Dental, Vision, 401k, etc.

**Essential Duties and Functions:** Essential duties and functions, pursuant to the Americans with Disabilities Act, may include the following. Other related duties may be assigned as deemed necessary by the supervisor.

- Researches, designs, and develops optical thin film coatings, materials, coating processes, and related tooling.
- Oversees the formulation of optical thin film coating run instructions and procedures and ensures implementation.
- Determines cause and corrective procedures for failed coating runs.
- Determines coating and test equipment manufacturing capability/test accuracy and recommends equipment upgrades, modifications, and/or improvements.
- Develops in-depth familiarity of all coating and metrology equipment, to include operation and related theory.
- Writes new equipment procedural methods in an easily understood format.
- Performs vacuum chamber troubleshooting as required.
- Ensures specific projects as assigned by management are professionally completed and delivered on time.
- Trains and educates personnel involved with job processes and maintenance procedures (machines, materials, and process techniques).
- Attends production and other meetings as required.
- Provides regular updates to the Engineering Manager on the status of existing projects.
- Performs other related duties as assigned or directed to meet the goals and objectives of the department and the organization.

**Other Nonessential Duties and Functions:**

- May interface with customers and suppliers as needed in support of the above tasks.
- May be required to do limited travel to support the above.

**Responsibilities-Supervision and/or Leadership Exercised:** Responsible for exercising leadership through a matrix structure with peers and colleagues. No direct reports.

**Knowledge, Skills, and Abilities:**

- Ability to read and interpret documents such as work instructions, procedures, specifications, etc. (Ability to communicate in Spanish a plus)
- Computer fluency is required, especially Microsoft Office (PLC programming a plus).
- Ability to work with an ERP System and maintain transactional accuracy is required.
- Strong statistical background, including ability to design complex experiments and analyze statistical data
- Ability to interface effectively with multiple levels of technical skill, including relatively non-technical product builders through to senior engineering and management personnel of suppliers and customers.
- Understanding of optical coating process and thin film processing and measurement techniques preferred.
- Strong skills in root cause analysis and formal problem solving.

**Minimum Qualifications (including Education):**

- Bachelor of Science in Engineering (Materials, Chemical or Mechanical), or alternatively a Bachelor of Science in Physics.
- 2-5 years of experience as a Process Engineer in a PVD thin film coatings environment.
- Understanding of design and evaluation of optical coatings preferred, but not mandatory.
- Experience with thin film optical materials and thin film optical characterization techniques preferred, but not mandatory.
- Knowledge of fundamental engineering concepts, statistical process control and problem-solving techniques.
- Communicate effectively (both oral and written), relay instructions and information clearly, and provide feedback when appropriate to ensure instructions are understood clearly.
- Excellent interpersonal and problem-solving skills.
- Mechanical aptitude.
- Ability to read and work from technical drawings and instructions.

**Licenses and Certifications Required:** None

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This description is intended to indicate the kinds of tasks and levels of work difficulty required of the position given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of management to assign, direct and control the work of employees under supervision. The listing of duties and responsibilities shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.

The following physical requirements and conditions described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### Physical Requirements:

**Medium work:** Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

### Physical Demands:

- **Feeling:** Perceiving attributes of objects, such as size, shape, temperature, or texture by touching with skin, particularly that of fingertips.
- **Fingering:** Picking, pinching, typing or otherwise working, primarily with fingers rather than with whole hand or arm as in handling.
- **Grasping:** Applying pressure to an object with the fingers and palm.
- **Hearing:** Perceiving the nature of sounds at normal speaking levels with or without correction and having the ability to receive detailed information through oral communication and making fine discriminations in sound.
- **Reaching:** Extending hand(s) and arm(s) in any direction.
- **Repetitive motions:** Making substantial movements (motions) of the wrists, hands, and/or fingers.
- **Standing:** Remaining upright on the feet, particularly for sustained periods of time.
- **Talking:** Expressing or exchanging ideas by means of the spoken word; those activities where detailed or important spoken instructions must be conveyed to other workers accurately, loudly, or quickly.
- **Walking:** Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.

### Visual Acuity:

- The worker is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts, and/or operation of machines (including inspection); using measurement devices; and/or assembly or fabrication of parts at distances close to the eyes.

### Work Environment and other Conditions:

- PPE requirements: Steel-toed shoes and safety glasses required when in production floor as a minimum. Other PPE may be required depending on area and specific function needs.
- The worker may be subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, electrical current, working on scaffolding and high places, exposure to high heat or exposure to chemicals.
- The worker is not substantially exposed to adverse environmental conditions (as in typical office or administrative work).

**Work Authorization:** Due to International Traffic in Arms Regulations (ITAR) and Export Administration Regulations (EAR) requirements of this position, all candidates must be presently classified as a "US Person" which includes: a United States citizen; a permanent legal resident (green card holder); or a protected individual (refugee/asylum status)

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**AAP/EEO Statement:** Abrisa Technologies is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

**Licenses and Certifications Required:** None

**Other Duties:**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

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