



Solectria Renewables is America's leading manufacturer of high power photovoltaic inverters. Join a driven and innovative team working in a fast paced and challenging high technology environment. Let your talent fuel one of the nation's fastest growing industries. We offer an excellent benefit package, the ability to work with cutting edge technology, room for professional growth, and career advancement within the company. Solectria Renewables is an Equal Opportunity Employer. Qualified candidates should send their resume and a detailed cover letter to: HR@solectria.com

POSITION DESCRIPTION

TITLE: **Test Engineering Manager - Manufacturing**
SUPERVISOR: **Chief Technology Officer**
CLASSIFICATION: **Exempt, full-time**
LOCATION: **Lawrence, MA**

DUTIES:

1. Responsible for providing leadership and technical expertise to a highly skilled team of test engineers and technicians.
2. Provide hands on technical leadership and expertise to drive outstanding results for all production/manufacturing test engineering activities:
 - a. Test systems architecture.
 - b. Test system project management: planning, work break down, timeline development, and validation of test systems to support NPI without affecting product ramp up.
 - c. Test system design; hardware, software and data acquisition.
 - d. New product test construction, deployment, calibration and maintenance.
 - e. Capacity planning for test systems.
 - f. Statistical data analysis of test results, optimization of test methods and durations.
 - g. Design reliable automation systems to meet aggressive test duration goals with minimal downtime.
 - h. Ongoing life cycle of test systems, implement preventative actions to drive productivity and safety improvements.
 - i. Daily support of production test, troubleshooting of issues, logging of failures, auditing of production test results.
 - j. Provide training for test systems and procedures to production test personnel.
3. Drive product yield improvement initiatives.
4. Hands on support of complex hardware/software troubleshooting of failures in the manufacturing line.
5. Integration with engineering design teams to provide design for test requirements, provide feedback on trends to improve designs so test is facilitated.
6. Participate in PFMEA activities for new inverter designs. Ensure test system design is an effective implementation of the process control plans.
7. Manage, develop, and recruit test engineering team members to support business requirements.
 - a. Monitor and continuously improve performance, administer ongoing performance reviews, and other duties as needed to effectively manage the team.
8. Coordinate directly between hardware, software, reliability, and manufacturing teams to understand, correct, and eliminate complex electronics failure modes.



9. Manage documentation for test engineering team, in collaboration with other engineering and operations groups.
10. Schedule work assignments and communicate priorities to meet design and business goals.
11. Actively participating in electrical safety team to ensure a safe environment, while working with high power, high voltage equipment.
12. Oversee detailed technical and safety training of employees.
13. Support/Maintain ISO compliance activities and documentation in the test engineering team.
14. Additional duties may be assigned, as business circumstances require.

REQUIREMENTS:

1. Education:
 - a. BSEE with 7 years' experience. OR
 - b. MSEE with 5 years' experience.
2. Career should show a progression of technical and managerial responsibilities, at least 2 years in supervisory position.
3. Project Management experience.
4. Working experience in National Instruments software (TestStand, Labview, LabWindows), C++, and/or other programming languages and other tools utilized in test equipment development.
5. Outstanding debugging experience, drive problem resolution from root cause.
6. Must understand the fundamentals of PWM controlled power electronics
7. Direct experience testing AC Drives, Inverters, transformers and/or UPS required.
8. Direct experience with safe operation and testing of high power (Up to 1MW) and high voltage (Up to 600VAC, Up to 1000VDC) equipment.
9. Ability to understand complex designs and failure modes with software/hardware interactions.
10. Understanding of ESD fundamentals, and importance of ESD mitigation in the workspace.
11. Must have strong computer skills, ability to use design tools, system debuggers, programmers, word, excel, power point, databases, web interfaces, etc.
12. Ability to get best results from the team, lead by example for technical and day to day performance issues.
13. Keen Attention to detail/Quality control skills.
14. Some lifting required (up to 55 lbs individual lift, up to 115 lbs team lift).
15. Willingness to travel up to 25% of the time. Must be able to accommodate irregular working hours to support production test needs as required.
16. A high level of initiative and a proactive nature, good communication skills and strong organizational and time management skills. Fluency in English is essential.