

XP Power is a designer and manufacturer of electronic power conversion products which it supplies to the electronics industry. It serves the Industrial, Healthcare, Semiconductor Equipment Manufacturing and Technology markets. It has sales and marketing operations in North America, Europe and Asia and manufacturing in China, Vietnam and North America. The Company is listed on the London Stock Exchange.

The Company has a history of consistently growing revenues (18% CAGR over the last 4 years) and profits (16% CAGR over the last 4 years) and is highly cash generative. Revenues in 2019 were in excess of US\$250 million. The company has ambitious growth plans to enter the FTSE250 within the next 3 years. XP Power has been consistently profitable and cash generative.

Current situation

Over the last 10 years XP Power has transformed its business from that of a distributor to a designer and then manufacturer of its own product. The Company has also expanded its addressable market through acquisitions of businesses that allow it to access the profitable areas of high voltage and radio frequency power. This strategy has enabled the Company to penetrate a significant number of blue-chip customers in its target market sectors and has resulted in a significant increase in earnings. With this expansion the business has become progressively more complex and many new exciting roles with good career development opportunities are being recruited.

The opportunity

We are looking for self-motivated professionals who thrive in fast paced dynamic environments to join our team. We are proud of and committed to our culture that values Customer Focus, Flexibility, Knowledge, Speed, and Integrity. Joining our team means you will work in a high performing global company where employees collaborate and strive for excellence and can make a difference.

Job Title: Manufacturing & Process Development NPI Engineer

Reports to: Director of Engineering

Location: RF Product Group, Gloucester, MA

Employment Type: Full time, Exempt

Position Summary:

The Manufacturing Process Development NPI Engineer is responsible for completing the documentation and manufacturing and test package for deploying new and transferring existing products to factories in North America and Asia. You will be hands on in the process, but also by enlisting and influencing cross-functional teams in the introduction of new and existing products to our factories.

The Manufacturing and Process Development NPI Engineer will significantly impact XP Powers new product development projects, driving for excellence in existing manufacturing technologies and methods and striving to implement new manufacturing technologies to provide improved process and tolerance control. This will be the binding element between product development and manufacturing engineering, ensuring the effectiveness and efficiency of this critical interface. This position supports Product Development in the optimization of designs and piece parts for manufacturability by realizing sample tooling/products/prototypes. They also design, develop, and qualify tooling and processes to meet XP Power quality and production standards, document all processes and tooling in applicable XP Power systems,

support supply chain to verify supplier compliance and capability, initiate and implement programs to continuously improve quality, cost and cycle time and adhere to all appropriate specifications, regulatory requirements and customer requirements.

Key Responsibilities:

- Apply proven manufacturing practices to new products and existing product to refine, develop and launch products in factories in North America and Asia.
- Develop and prove manufacturing and test processes during product development and launch in production facility.
- Hands on in creating assembly and test procedures for existing and new designs for production transfer and launch.
- Organize and supervise Process verification builds, using proven statistical methods.
- Help plan for capacity and throughput in a high mix low to medium volume environment.
- Provide DFM feedback to engineering team.
- Help with updating documentation for production ramps.

- Strong technical background and capabilities. Motivated to work on own initiative and the ability to make and implement decisions.
- Knowledge of ISO compliance with an emphasis on validation.
- Knowledge of Six-Sigma methodology, problem-solving tools and Lean Manufacturing principles.
- Excellent communication, planning and organizational skills.
- A demonstrated ability to solve problems with innovative and cost-effective solutions.
- Computer literate and familiar with all Office software packages.
- AutoCAD, Solidworks and Minitab experience preferable.
- Knowledge of equipment, process and product validation processes, ability with statistical data analysis.
- Experience in the development of test methods and associated product testing.
- Other duties may be assigned as required.

Key Qualifications and Skills:

- Bachelor's in engineering or equivalent experience.
- 5+ years' manufacturing experience with electronic assemblies, at least 3 yrs in product transfer and ramp in Asia or Contract Manufacturers. Experience with Industrial Equipment a plus.
- Experience creating BOMs, Test and Assembly documentation.
- Working knowledge of Labview a plus.
- Experience with statistical control methods (i.e. Cpk, Control limits) .
- Experience with Continuous Improvement methods and practices.
- Demonstrated ability to work within schedule constraints.
- Excellent communication and team skills.
- Ability to travel (North America, China and Vietnam) – travel expected to be 25-30% during product transfer and ramp.
- Safety and or compliance knowledge (e.g. CE, TUV...).

Benefits: Appropriate to region.

In addition to competitive salary, XP Power offers a comprehensive benefits package, which includes 100% company sponsored employee health insurance coverage, and a 401K plan. Non-financial benefits include a friendly work environment.

To apply, please send your resume with cover letter and salary expectation to:

Andrea Grant

HR Generalist

Email: vacancies@xppower.com

XP Power is an equal opportunities employer.

For further background on the company please visit

www.xppower.com.