

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: NPI Test Engineer

Reports to: Director of Engineering

Location: RF Product Group, Gloucester, MA

Employment Type: Full time, Exempt

Position Summary:

The NPI Test Engineer supports New Product Introduction and product transfer through test development and deployment. The successful candidate will document existing test, work with engineering in developing and testing jigs and test fixtures, and will run tests, monitor yields and performance. It will be a key position to support product transfer to facilities in North America and in Asia.

The NPI Test Engineer must be capable of working independently to complete tasks. Teamwork skills are also necessary to collaborate with other engineers on specific product issues. The NPI Test Engineer should be excellent at problem solving to determine ways for addressing performance issues with the products during evaluate. Must have solid analytical skills to effectively process the data that is collected from testing and must be strong at communicating to clearly explain their conclusions and recommendations.

Key Responsibilities:

- Define test requirements, processes and procedures during product development to ensure the development and implementation of cost-effective production testing of RF Power products.
- Design and develop test processes and equipment in support of New Product Introduction, Existing Product transfer and production testing. Includes: test strategy development, development of manufacturing test requirements, development of test plans, hardware and software design (both automated and manual testing), assembly, debug, validation and release of test equipment.
- Test equipment and test process support, on an as required basis to ensure the needs of RF Power production operations are attained.
- Participate in the commissioning, ring out, debug of ATE equipment.
- Be first line of contact during product ramps in North America and Asia.
- May provide work direction to technicians or other production test/assembly personnel.
- Track problems, resolutions, and bug fixes throughout testing and create a comprehensive database of defects and successful mitigation techniques.
- Create detailed, step-by-step documentation of test procedures for each phase or project as needed to ensure replicability, compliance with standards, and growth of company knowledge base.
- Provide frequent feedback, including recommendations for improvements, evaluation of problems, potential solutions, and discussion of further test requirements.
- Design and implement automated testing tools when possible, and update tools as needed to ensure currency and accuracy.
- Other duties and responsibilities when required.

Key Qualifications and Skills:

- A Bachelor's degree in Engineering, or equivalent experience.
- Minimum of 6 years of experience developing and deploying production test and an electro-mechanical assembly environment including ICT, Functional Test and Reliability Test (HALT, HASS).
- Working knowledge of test software (Visual Basic, Labview).
- Experience with the test, troubleshooting and training with Industrial Equipment (RF experience a plus).
- Project management experience demonstrating the ability to meet schedule and budget targets.
- Must be able to travel (North America, Vietnam & China). Estimated travel 30% of the time, mostly during transfer and ramp.
- Direct experience in the development of production test fixtures.
- Proficient in most common PC based applications (Word, Excel, etc.).

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.