



## Software Automation & Controls Manager

### Summary:

Under the indirect supervision of the VP Engineering, the Software Engineering Manager at Revasum will manage Engineers in the development of multilevel, complex, scalable software used to control precision Semiconductor polishing and grinding equipment. The ideal candidate will have an ability to architect software solutions from the ground-up per Marketing and Process-related specifications, and to work within and leverage existing architectures and standards.

An energetic, proactive, and cooperative attitude is required to work in this fast paced, quick changing environment. Excellent interpersonal and communication skills are a must. Will act as a mentor and technical lead for the department. The ability to communicate complicated software concepts in non-technical language is also important because the Software Engineering Manager will represent the Department to internal and external customers.

### Essential Duties and Responsibilities

#### **Software Personnel Management**

- Establish and delegate assignments to software team members. Manage Software personnel to insure the skills required for each project correspond with the team members assigned to the tasks.
- Recommend recruitment of team members as required, and manage recruitment with the support of Human Resources.
- Oversee software team member performance. Establish metrics to monitor the performance of team members against mutually agreed-upon targets. Provide feedback to team members to insure performance is maximized.
- Mentor and train software team members. As required, direct and organize training programs or work with external contractors or consultants who offer those skills.
- Ensure software department engineers have access to required resources, including computer systems, software development tools, and communications tools.
- Regularly review goals, progress, and potential obstacles with the department and with other stakeholders, such as project and department managers and marketing professionals and obtain feedback.

#### **Project Management**

- Establish and manage software-related schedules in cooperation with Project Managers to insure teams complete projects on time.
- Identify areas of risk to prioritize software development work. Manage software team to effectively reduce risks to products and schedule.
- Monitor software tasks progress against schedule targets. Alert appropriate individuals when schedules are slipping, and enact remedial methods to bring projects back on schedule.

#### **Software Capability Maturity Model Management**

- Utilize agile product development strategies to reduce software development time.
- Develop and manage a continuous improvement plan to reduce reactive software development
- Monitor software quality to ensure that products meet their technical and business objectives. Establish and track software quality metrics per professional software development standards.
- Oversee review of specifications and code by peers.
- Oversee software source control and life cycle management within the company.

### **Other Duties and Responsibilities**

Ability to periodically travel to customer sites in the United States, Asia, Europe and other locations. Expected travel is 10%. Ability to represent Revasum and present software-related materials and topics to customers.

### **Qualifications, Education and Experience Requirements**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### Professional Software and Software Personnel Management Skills

- Ability to plan and maintain schedule of complex software development projects
- Agile Development Principles (SCRUM)
- Code and Peer review methods
- Software specification, test, QA methods
- Source Control and SW life cycle management
- 10+ years professional experience

Distributed software and machine control architectures

Beckhoff PLC systems

- Structured Text language
- EtherCAT communication
- Motion control, servo and inverter motor drives
- Analog and Digital I/O control

Microsoft Visual Studio, C# and C++, VB.net

Capital equipment (OEM) design experience, including machine tools, precise motion electro-mechanical systems and assemblies

Familiarity with semiconductor equipment and SEMI equipment specifications is a plus, including SEMI Safety and Ergonomic specifications, wafer scheduling and event handling, alarm management, SECS / GEM factory communication protocols, UI requirements, and the Peer Group PTO Framework

Socket Logic

Embedded Systems

Full time availability

Available for some periodic travel to customers and vendors (<10%)

### **Education and/or Experience**

Bachelor's or Master's degree in computer or software engineering, or a related degree. Additionally employee should have 10+ years professional experience

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This job description does not constitute an employment agreement between the employer and employee, and is subject to change as the needs of the employer and requirements of the job change.