

**Phase Matrix, Inc.**  
**109 Bonaventura Drive**  
**San Jose, CA 95134**  
**Ph: 408-428-1000 Fax: 408-428-1500**

## **THE COMPANY**

Phase Matrix, Inc. was formed in June 1999 and purchased substantially all the assets of EIP Microwave, Inc., a long-established manufacturer of microwave test and measurement instruments. These products are highly accurate electronic tools used in the development, manufacture and field maintenance of a wide variety of commercial communications and defense electronics systems worldwide. Phase Matrix produces and markets selected EIP products and its own products as well as developing and manufacturing products for major OEM customers. In 2005, Phase Matrix added microwave components and subsystems to its product line. For more information, visit [www.phasematrix.com](http://www.phasematrix.com).

**Position Description**  
**HYBRID MIC PROCESS ENGINEER**  
**(Reports to: Director, Operations)**

## **DUTIES**

1. Provide the principal expertise on hybrid process matters within the company.
2. Work on completing process development and improvement tasks identified as keys to hybrid process integrity.
3. Document the processes cited in item 2 using the Company's business system documentation format.
4. Evaluate and qualify wafer lots of microwave semiconductors for use in manufacturing of the company's products.
5. Achieve an appropriate balance between urgent, needed tactical quality improvements and important, long-term strategic work in the above areas.
6. Perform other duties as assigned.

## **DESIRED BACKGROUND AND INTERESTS**

Excellent knowledge of hybrid microwave integrated circuit (MIC) technology in a manufacturing environment is essential. Requires microwave circuit analysis skills, hybrid process knowledge and mechanical ability. Must be an excellent writer, with strong command of English. The individual should have a dynamic ability to get things done, both as an individual contributor and through others, and be able to get along with, and gain the respect of, a wide variety of people. The individual should be a life-long learner, continually bringing new, practical ideas to the job. Most importantly, the individual must be committed to being a contributing member of a team devoted to quality and ethics in all dealings with customers and suppliers.

**EDUCATION:** BS in EE, Physics or Materials Science preferred, along with demonstrated, successful process engineering experience in a commercial or military hybrid microwave integrated circuit manufacturing environment.

**COMPENSATION:** Open, depending upon qualifications; Benefits.