

Production Technician -- SMT Assembly

Advanced Manufacture

The matrix below sets out the competencies we assess for this role and the level expected at hire. We hire for trajectory: candidates strong on most rows with clear growth on the rest are encouraged to apply.

Competency - Expected level at hire

- Pick-and-place programming and operation - Advanced
- Reflow profiling - Advanced
- IPC-A-610 workmanship - Advanced - certification valued
- Fine-pitch rework (0201, BGA, QFN) - Advanced
- AOI and inspection - Working knowledge
- Traceability and MES discipline - Working knowledge
- Continuous improvement - Demonstrated mindset

How we assess

Competencies are assessed across the technical conversation and team session using real project artefacts - yours and ours - rather than whiteboard puzzles. Reviewed annually with your lead as part of professional development.