



## **JOB DESCRIPTION**

### **Vacuum Aluminum Braze Manager**

ThermoFusion is a rapidly growing heat treating and brazing business that started in the San Francisco Bay Area in 1968. We are ISO9001, AS9100, and Nadcap accredited. We have been meeting our customers' heat treating, torch brazing and high temperature furnace brazing requirements for decades but were recently informed that our existing clients have new significant demands for Vacuum Aluminum Brazing. We have one newly installed low temperature vacuum furnace for Aluminum Brazing, and another planned for 2022. A proposed major redesign of our building 2 will showcase the furnaces and be the newest pride of the ThermoFusion team.

The Vacuum Aluminum Braze Manager will lead a production team initially consisting of 1-2 braze operators, be the customer service point of contact for vacuum aluminum braze orders and customers, develop and maintain detailed braze procedures and work instructions, and manage pertinent vendors to build the Vacuum Aluminum Braze Department from the ground up.

#### **Essential Job Functions (duties & responsibilities):**

1. Act as an important liaison between top management and braze personnel, and delegate responsibilities to further attainment of organizational goals and objectives.
2. Create and document vacuum aluminum brazing processes and techniques in-detail to standardize methods and increase robustness and repeatability of vacuum aluminum brazing procedures.
3. Interpret specifications, blue prints, and work order instructions to Braze Operators, and assign tasks.
4. Establish and adjust work procedures to meet production schedules, using knowledge of times and temps required for specific processes, capacities of furnaces and other equipment, etc.
5. Recommend measures to improve production methods, equipment performance, and product quality, and suggest changes in working conditions and use of equipment to increase efficiency of shop, department, or work crew.
6. Analyze and resolve work problems, or assist Operators in solving work problems.
7. Develop the careers of Operators through the cultivation of solid training programs and effective performance reviews.
8. Communicate with customers both in person and on the phone to gather information necessary for accurate and efficient processing, and to update customers regarding order status.
9. Manage VAB vendors to maximize supplier quality, on-time delivery, and over-all performance.
10. Able to perform all functions of Braze Operators including:
  - a. Assist with operation, control and monitoring of brazing furnaces, welders, and related equipment.
  - b. Prepare customer supplied parts for processing; frequently involves cleaning, assembling and applying braze alloy according to shop order and technical drawings.
  - c. Load and unload furnaces, fixtures, weights, etc.

- d. Follow written procedures on shop orders and/or customer paperwork.
  - e. Perform post-braze visual inspection and conduct leak testing using helium leak detection equipment.
11. Bring any irregularities or non-conformities to attention of Quality Department and where applicable, help Quality Department investigate and analyze non-conformities to better determine root cause and appropriate corrective action.
  12. Promote safety and good housekeeping practices.
  13. Assist with performing equipment maintenance as necessary.
  14. Perform other tasks as assigned or dictated by position.

### **Strategic Responsibilities:**

1. Production: 20% of bandwidth
  - a. Create and maintain detailed processes and work instructions within the Quality Management System
  - b. Schedule production and oversee VAB orders as they flow through the shop
  - c. Lead a small production team and coordinate effectively with various departments to ensure quality and on-time delivery
2. Quality Representative / Technical Expert: 25% of bandwidth
  - a. Maintain compliance with customer requirements and industry specifications – mainly AWS C3.7 and AMS 2750
  - b. Research & Development – Lead first article development and new customer projects
  - c. Manage and expand Original Equipment Manufacturer (OEM) approvals – specifically Raytheon, GE, Honeywell, Boeing, AMAT, and Lam Research
3. Customer Service: 30% of bandwidth
  - a. Successfully manage customer expectations and build trust
  - b. Ensure that on-time delivery metric is at 95% or better
4. Vendor Management: 25% of bandwidth
  - a. Communicate and coordinate with applicable vendors to keep them on promised schedules
  - b. Cultivate strong relationships with alloy suppliers and machine shops
  - c. Work closely with Quality Department to minimize scrap due to vendors

### **Requirements:**

1. **The ideal candidate will have an Engineering Degree and a Business background.**
2. Language Skills: Must be able to communicate effectively, both orally and in writing.
3. Must be able to regularly lift up to 50 lbs, bend, climb, stoop and stand.
4. Work Environment: regularly exposed to heat, dust, noise, humidity, fumes, etc.
5. Must have extensive knowledge or the aptitude to gain extensive knowledge of heat treating and braze processes, testing, metallurgy, temperatures, etc.
6. Must be able to obtain and maintain a forklift operator certification, with training available in-house.
7. Must have the ability to report for work on time, follow directions, interact effectively with customers and co-workers, understand and follow rules and procedures and accept constructive criticism.

## **Excellent benefits include:**

- Choice of Kaiser or Sutter Health Medical for employee & dependents (company pays 80%)
- Dental Insurance for employee & dependents (company pays 65%)
- Life Insurance (company pays 100%) & Very Affordable Employee-Paid Long Term Disability
- A Fitness Gym Membership Reimbursement Benefit paying \$40.00 per month to any employee with an active membership.
- Nine paid holidays
- A generous Paid Time Off / Sick Pay Policy granting: 60 hours PTO & 40 hours Sick Pay the first year, 80 hours PTO & 40 hours Sick Pay beginning the second year, and increasing to 120 hours PTO & 40 hours Sick Pay beginning on the 5th service anniversary.
- Company funded 401K retirement plan that matches 7.5% of salary, plus discretionary profit sharing, regardless of employee participation! \*
- ThermoFusion proudly maintains a culture full of fun, festivities, and familial belonging amongst their 30 employees. Employee appreciation events include SF Bay fishing trips, Oakland A's games, and Holiday parties. The Annual Thermy Awards Party is an employee favorite as we acknowledge employees, vendors, and guests for their trivial quirks, capabilities, and mishaps in a summertime celebration of silliness!

Pay: \$105K - \$125 K Annually, DOE

## **Come join our team!**

\*It should be noted that 4.5% of the match is Discretionary Profit Sharing and has a vesting schedule of 20% per year. This means that although the full 4.5% is contributed, you earn (are vested in) 20% each year. In 5 years, you become fully vested and have earned 100%. In the event that you separate from the company, you are entitled to retain the vested portion of the Discretionary Profit Sharing.