**Biel Crystal Manufactory Limited**

**Management Trainee Program**

**About Us**

**Biel Crystal Manufactory Limited** (Biel), founded in Hong Kong, is one of the largest cover glass manufacturers in the world, specializing in both design and mass production of various products. Our products include smartphone, smart watch, tablet, laptop, desktop, and luxury watch. Our product category extended from cover glass to sapphire cover, ceramic parts, touch screen sensor, finger-print sensor module, and related assembly. With our strong technical capability and effective production execution, Biel has partnerships with world leading smartphone brands on product development. Biel treasures the importance of talent to a company who strives to make the world a better place with innovation and creativity. Currently, we have over 100,000 employees working at Biel.

**About the program**

We offer exceptional learning and career development opportunities for our **management trainees** in a supportive environment. Our trainees will receive training and be coached by management with different business and technological background. Our trainees will be exposed to projects with top business partners around the globe. We believe that the fresh ideas and perspectives of our trainees would help us deliver changes as we build a talent pipeline of future leaders.

**Whom we’re looking for**

We welcome all dynamic, self-driven, energetic student candidates to join our family in the continuous pursuit of managerial and technical excellence in a challenging and fast-changing business environment. We are looking for final year students who are ready to grow and excel together with us. Successful candidates will be employed by a company of the Biel group; mainly perform duties in Guangdong Province, China.

**Recruiting Positions**

1. **Project Manager（Number of vacancies]：20）**

**[JOB DESCRIPTION]**

Project Managers are involved in the planning and organizing of company’s resources to allow projects to be successfully completed in a timely manner. The main responsibilities are as follows:

1. Support the delivery of next-gen electronic products
2. Lead cross-functional communication between internal project stakeholders and external customers/ vendors
3. Materialize the development effort by creating and monitoring streamlined process between customer and internal parties
4. Provide timely issue-resolution and critical path management
5. Facilitate good communication and offer multiple levels of status report across different stakeholders
6. Drive daily build activities to meet the shipment schedule
7. Involved in the planning of machine capacity, labor, and raw materials
8. Ensure the smooth flow of essential materials to meet production schedules, inventory control requirements, and on-going production line support
9. Identify and mitigate E&O in advance to ensure the correct project decision making
10. Lead phase-out of obsolete parts and the transition to new production material

**[KEY QUALIFICATIONS]**

1. Fluent in English
2. Capability of blending into a new culture and team quickly
3. Great leadership skills and ability to inspire project team members
4. Excellent communication, organizational and coordination skills
5. Ability to work cross functionally in a fast-paced environment
6. Self-motivated and proactive
7. Excellent judgement, pleasant and mature personality
8. Skilled at helping team member identify, navigate, and overcome communication or systematic complexities to drive adoption of new requirement

**[EDUCATION]**

1. Bachelor’s degree in:
* Electrical Engineering
* Materials Science & Engineering
* Mechanical Engineering
* Systems Engineering and Engineering Management
* Marketing
* Finance
* other relevant fields, with a minimum of 2nd honors
1. MBA / PMP is a plus
2. **Research & Development (Technical Project Manager) （Number of vacancies：20）**

 **[JOB DESCRIPTION]**

Biel R&D leads in the research and development of current technical production methods. Through optimization of production process, R&D provides state-of-the-art manufacturing solutions in the industry for our clients. The main responsibilities of R&D TPM include:

1. Study existing strategies and techniques, offer suggestions for improvement
2. Responsible for new product introduction project and ramping up project. Also need to be involved in solving key issues in the sustaining phase.
3. Conduct research based on design of experiments and conduct relevant data curation
4. Troubleshoot and perform root-cause analysis to resolve complex process balance issues
5. Continuously monitor key metrics of process flow through automation
6. Conducting site-visits and gaining practical experience in new work zones
7. Work closely with staff to foster professional values and rapport
8. Participate in training and evaluation during the trainee program
9. Compile reports and deliver presentations to staff members and other task-holders

**[KEY QUALIFICATIONS]**

1. Good problem-solving skills
2. Versatile to changes and ability to multi-tasking
3. Well organized, result-oriented
4. Familiarity with failure analysis techniques such as SEM, EDX, FTIR
5. Demonstrated ability to perform process DOE and failure analysis
6. Excellent written & verbal English communication skills, including executive level presentation skills and ability to drive multi-functional teams
7. Demonstrates mechanical and analytical interest
8. Interested in building designs of experiment (DOE) and performing advance statistical analysis of the data from DOE
9. Data analyzing skills to delve deep into data trends, formulate hypothesis, and draw inference

**[EDUCATION]**

1. Bachelor’s degree or higher in:
* Electrical Engineering
* Materials Science & Engineering
* Mechanical Engineering
* Systems Engineering and Engineering Management
* Chemistry
* Physics
* other relevant fields, with a minimum of 2nd honors
1. Fluent in English
2. **Research & Development (Research Engineer) （Number of vacancies：20）**

**[JOB DESCRIPTION]**

Research engineer is responsible for doing research for the novel technologies, develop new process to be in mass production and fine tuning of for important process. They have to work with research institutes, suppliers like machine integrators or materials company or customers for each project and then come up with patents**.**The main responsibilities of R&D engineer include:

a．Discuss and develop with universities or other research institutes or suppliers for new development

b．Responsible for new product trial, verification and testing including DOE set-up and follow-up and have to conclude the final report and benefits to Biel

c．On-site support of new project until the project was approved.

d．Solve important and difficult process issues in during manufacturing

e．Prepare DFM, SOP etc. for production after the development project finished

f．Have meeting with customers to explain and follow-up new technologies

g．Participate in training of production and TPM

h．Patents are needed to be prepared after finished each development project

**[KEY QUALIFICATIONS]**

i．Good logical thinking

j．Versatile to changes and ability to multi-tasking

k．Open minded and sensitive to new technologies

l．Familiarity with failure analysis techniques such as SEM, EDX, FTIR

m．Demonstrated ability to perform process DOE and failure analysis

n．Excellent written & verbal English communication skills, including executive level

presentation skills and ability to drive multi-functional teams

o．Demonstrates mechanical and analytical interest

p．Interested in building designs of experiment (DOE) and performing advance statistical

analysis of the data from DOE

q．Data analyzing skills to delve deep into data trends, formulate hypothesis, and draw inference

**[EDUCATION]**

r．Bachelor’s degree or higher in:

* Electrical Engineering
* Materials Science & Engineering
* Mechanical Engineering
* Systems Engineering and Engineering Management
* Chemistry
* Physics
* other relevant fields, with a minimum of 2nd honors
1. **Research & Development (Failure Analysis Engineer)**

**[Number of vacancies]：10**

**[JOB DESCRIPTION]**

Biel R&D Failure Analysis Engineer (FA) addresses production issues in the production line. You should be a problem-solver and critical-thinker with a creative mind. Your ultimate goal is to promote product yield according to project target through solving manufacturing challenges. The main responsibilities of R&D FA Engineer include:

1. Work closely with PM team, Quality team, PIE team and factory on increasing the yield in the production line with practical involvement in the design, sample making and testing process.
2. Facilitate the new product introduction phase, ramping phase and sustaining phase in various manufacturing units
3. Co-ordinate with the team to execute the project according to timeline.
4. Consolidate different approaches to expand production capability.
5. Devise strategies on refining existing process and factors of production to enhance production efficiency.
6. Support the manufacturing units on investigating root causes of major product failure and provide corrective actions.

**[KEY QUALIFICATIONS]**

1. Good problem-solving skills.
2. Versatile to changes and ability to multi-tasking.
3. Ability to understand technological elements and constraints.
4. Positive attitude, team player, highly loyal and result oriented.
5. Ability to understand the cosmetic or dimension specification.
6. At least 1 year of brittle manufacturing experience is preferred.
7. Experience in any of CNC, glass polishing, IOX, PVD Coating, screen-print and relevant processes is an added advantage.
8. Special Knowledge of DOE, FMEA, QC7tool, MES system, SEM/EDS, XPS, XRD, ICP is preferred.

**[EDUCATION]**

1. Bachelor’s degree or above in:
* Electrical Engineering
* Materials Science & Engineering
* Mechanical Engineering
* Systems Engineering and Engineering Management
* Chemistry
* Physics
* Environmental Science & Engineering
* other relevant fields, with a minimum of 2nd honors
1. Fluent in English
2. **CNAS Failure Analysis Chemist**

**[Number of vacancies]：10**

**[JOB DESCRIPTION]**

Biel CNAS Failure Analysis Chemist plays a critical part in production by creating new formulation for production, analyzing chemicals from vendors, and investigating failure parts from factories. Chemists will have the chance to work in laboratories certified by China on conformity assessments. Your role is to analyze samples and provide critical insights from the test findings. The main responsibilities of CNAS Failure Analysis Chemist include:

1. Updating examination and failure analysis reports to ensure the reports meet the requirements from customers in a professional and timely manner.
2. Collaborating with colleagues on carrying out different experiments, devising standardized test and reports approval.
3. Supporting managers on internal and external audits while improving the existing documentation system.
4. Enhancing examination process, experimental method, and the functionality of apparatus.
5. Monitoring workload, completion rates and test periods while supervising the status of the apparatus and provide regular maintenance.

**[KEY QUALIFICATIONS]**

1. Good problem-solving skills.
2. Versatile to changes and ability to multi-tasking.
3. Excellent team player and an easy-going personality.
4. Quick learner with the ability to complete task under high pressure environment.
5. Proficient in Microsoft Office.

**[EDUCATION]**

1. Bachelor’s degree or above in:
* Materials Science & Engineering
* Chemistry
* Physics (Optoelectronics)
* Environmental Science & Engineering
* other relevant fields, with a minimum of 2nd honors

**What we offer**

1. A challenging and rewarding career with competitive compensation, and development and growth plan.
2. Fitness center, recreational facilities and dormitory.
3. An open working environment with a dynamic and creative team

**Application**

Any interested talent who would like to join and grow with us, please apply by sending your CV to huangmj@bielcrystal.com .

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