

Experienced

SMT Production Manager

Pune, India

We are seeking a highly skilled and experienced SMT Manager to oversee our Surface-Mount Technology operations within our PCB Assembly (PCBA) plant. In this role, you will lead the SMT production team to ensure the highest levels of quality, efficiency, and safety. You will be responsible for managing day-to-day operations across multiple SMT lines, optimizing equipment performance, driving continuous improvement initiatives, and seamlessly integrating New Product Introductions (NPI) into the manufacturing process.

What you'll do

- Production & Operations Management
- Direct and coordinate daily SMT production activities to meet production schedules, quality standards, and cost objectives.
- Monitor and improve key performance indicators (KPIs) such as Overall Equipment Effectiveness (OEE), First Pass Yield (FPY), and cycle times.
- Develop and manage production schedules, shift allocations, and resource planning for SMT operators, technicians, and engineers.
- Oversee the setup, programming, and operation of all SMT equipment (Solder Paste Printers, SPI, Pick-and-Place, Reflow Ovens, and AOI).
- Quality Assurance & Process Engineering
- Ensure full compliance with industry standards (e.g., IPC-A-610, ISO 9001, ISO 13485/TS 16949 if applicable).
- Investigate root causes of SMT defects and implement Corrective and Preventive Actions (CAPA) to reduce scrap and rework.
- Collaborate with the NPI and R&D teams to ensure smooth transition of new products from design to mass production, including DFM (Design for Manufacturing) feedback.
- Drive continuous improvement using Lean Manufacturing and Six Sigma methodologies (5S, Kaizen, Kanban).
- Equipment Maintenance & Optimization
- Develop and enforce total productive maintenance (TPM) schedules for all SMT machinery to minimize machine downtime.
- Evaluate and recommend new SMT technologies, software upgrades, or capital equipment investments to enhance plant capabilities.
- Manage relationships with equipment vendors for technical support, spare parts inventory, and external servicing.
- Team Leadership & Development
- Hire, train, mentor, and evaluate the performance of the SMT engineering and operations staff.
- Foster a culture of safety, quality-first mindset, and continuous learning within the department.
- Ensure all personnel strictly adhere to ESD (Electrostatic Discharge) and EHS (Environment, Health, and Safety) protocols.

What we are looking for

- Education: Bachelor's Degree in Electronics, Mechanical, Industrial Engineering, or a related field.
- Experience:
 - o Minimum of 7-10 years of experience in PCB Assembly (PCBA) / EMS (Electronic Manufacturing Services) environments.
 - o At least 3-5 years in a managerial or supervisory role overseeing SMT lines.
- Technical Skills:
 - o Deep expertise with leading SMT equipment brands (e.g., Panasonic, Fuji, ASM/SIPLACE, Juki, or Yamaha).
 - o Strong understanding of SMT processes, thermal profiling, solder paste printing, and optical inspection.
 - o Thorough knowledge of IPC standards (IPC-A-610, J-STD-001).
- Soft Skills: Strong analytical problem-solving abilities, excellent leadership and communication skills, and the ability to work under pressure in a fast-paced environment.
- Preferred Qualifications
 - Six Sigma Green or Black Belt certification.
 - Experience with automated factory software (MES, ERP systems like SAP or Oracle).
- Background in automotive and aerospace electronics manufacturing.

What we offer

- Career growth opportunities through leadership development, technical training, and cross-functional project exposure.
- A competitive salary and range of benefits
- Be part of worldwide team with very big challenges ahead, which bring huge development opportunities for people with big career goals.



Apply here
Scan the QR code and apply on
careers.motherson.com