

**Job Reference:** EP/67.68.19  
**Job Title:** SMT Operator  
**Reports to:** PCB Manager  
**Closing Date:** 31.03.20  
**Start Date:** April

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**Hanover Displays Limited** is a worldwide, leading manufacturer of passenger information systems for the public transport industry. All design and development, and the majority of production, is carried out at our head office in Lewes, East Sussex.

We are proud to have a friendly open environment in our PCB department and are looking for talented professionals to join us at an exciting time of growth and technological & organisational change.

A competitive salary package is available, including contributory pension scheme, private medical insurance and a minimum of 22 days holiday per annum. We offer a long service scheme with your holiday increasing to a maximum of 27 days per annum.

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| <b>Key Objectives</b> | <ul style="list-style-type: none"> <li>• To operate surface mount placement machines and associated equipment to required levels of quality, output and efficiency, whilst ensuring all housekeeping requirements and safety guidelines are adhered to.</li> <li>• Machine efficiency (run time/change over times) and accuracy are key to the requirements of this role.</li> </ul>  |
| <b>Requirements</b>   | <ul style="list-style-type: none"> <li>• To communicate with all staff in a courteous and clear manner.</li> <li>• To have an enthusiastic and positive approach to tasks and setbacks.</li> <li>• To have an organised and methodical approach to tasks.</li> <li>• To use own initiative and self-manage\prioritise own workload.</li> <li>• To have a Team Approach and attend\ contribute to meetings as required.</li> <li>• To be punctual in attendance &amp; complete tasks by agreed deadlines.</li> <li>• Flexibility when required.</li> <li>• Tidy and organised work place, tools and equipment supplied are looked after and used responsibly.</li> <li>• To follow all company policies &amp; procedures including quality, environment, H&amp;S and in staff handbook.</li> </ul> |

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| <b>Essential Skills</b> | <ul style="list-style-type: none"> <li>• Attention to detail</li> <li>• Able to perform periodic machine maintenance tasks</li> <li>• Good hand skills and eyesight</li> <li>• Understanding of relevant procedures and engineering documentation</li> <li>• Experience of SMT electronic components and SMT assembly processes</li> <li>• Experience of SMT set-up and operating equipment such as screen printer, glue dispensing machine, reflow ovens and pick and place machines</li> <li>• Preferred: IPC-A-610 Acceptability of Electronic Assemblies</li> <li>• Preferred: IPC J-STD-001 Requirements for Soldered Electrical and Electronic Assemblies</li> <li>• Preferred: Able to perform basic solder and rework of SMT components</li> <li>• Pick components and prepare kits</li> <li>• Perform visual inspections</li> <li>• Able to interpret IPC standards for acceptability and customer specifications</li> <li>• Must be able to use hand tools.</li> <li>• Enthusiastic and able to use own initiative</li> <li>• Knowledge of company systems and policies</li> <li>• A thorough awareness of any safety issues</li> <li>• Excellent standards of verbal and written communication.</li> <li>• Computer Literate, able to create &amp; maintain MS word, excel.</li> </ul> |
| <b>Desired Skills</b>   | <ul style="list-style-type: none"> <li>• To learn and retain the necessary skills required to operate all the SMT machinery. The ability to work in a team as well as being self-motivated. To adopt a flexible &amp; positive approach to the work environment.</li> </ul>   |
| <b>Tasks and Duties</b> | <ul style="list-style-type: none"> <li>• Critical quality requirements are maintained</li> <li>• High levels of efficiency are achieved and bettered</li> <li>• To assist in other areas of production as instructed according to the needs of the business</li> <li>• Periodic maintenance of machinery as instructed</li> <li>• Personal</li> <li>• Good, tidy organization of work place and machinery</li> <li>• Train co-workers and assist in training when needed</li> <li>• Able to follow verbal instructions</li> <li>• Contribution to company team work policy and ethos</li> <li>• Flexible approach to daily duties and training</li> <li>• To communicate clearly with process technicians and machine maintenance staff</li> <li>• To ensure tools supplied are looked after and used responsibly</li> <li>• To have a good work ethic and positive approach to all tasks</li> <li>• Attend and contribute to improvement meetings as required</li> <li>• To contribute to team effort by accomplishing related results as needed and directed by Department Management</li> <li>• To carry out any other duties as deemed necessary by your Department Manager</li> </ul>  |

**Contact Information:**

Email us with your CV including details of your qualifications, experience and availability at [recruitment@hanoverdisplays.com](mailto:recruitment@hanoverdisplays.com)