

CCRAFT SA

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Job ID: FAB2501

Senior Photonic Manufacturing Engineer

The company

CCRAFT is a photonic chip foundry specialized in thin-film lithium niobate (TFLN) technology. With in-house, industrial-grade processing, we enable innovation across telecom, datacom, quantum, and sensing. Our core expertise lies in the manufacturing of TFLN photonic chips using a proprietary process comprising over ten key technology steps that combine waveguides, metal layers, and claddings to achieve advanced functionality. From MPW and custom wafer runs to high-volume production, all services are supported by a derisked Process Design Kit (PDK). At CCRAFT, manufacturing excellence and design enablement come together to accelerate photonic integration worldwide.

The role

We are seeking a **Senior Photonic Manufacturing Engineer** to lead chip manufacturing process in CCRAFT's TFLN foundry. You will manage production lots end to end, ensuring delivery, yield, and quality, while working hands-on in the cleanroom to resolve process issues and analyze metrology data. In close collaboration with the fab team, you will drive process optimization and continuous improvement. This role suits a methodical, data-driven engineer with strong microfabrication expertise and the ambition to grow into a leadership position as the foundry scales.

Responsibilities

Fabrication & Operations

- Plan, execute, and monitor wafer lots through full process to ensure timely delivery.
- Coordinate key microfabrication operations
- Maintain process documentation, ensuring traceability.

Metrology & Data Analytics

- Coordinate in-line and end-of-line metrology.
- Collect and manage fab data for process qualification and continuous improvement.
- Contribute to automation of data tools for monitoring and reporting.

Process Control, Debug, and Improvement

- Continuously monitor and optimise process quality, stability, yield.
- Performing root-cause analysis for deviations and anomalies.
- Implement corrective and preventive actions in collaboration with technical teams.

Collaboration & Technical Leadership

- Strongly contribute to the foundry expansion roadmap and partners engagement
- Work closely with design, PDK and test teams to keep fabrication and design aligned.
- Collaborate in production tools procurement and installation.
- Preparing clear technical summaries and improvement reports.

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Requirements

Essential

- MSc or PhD in Microengineering, Photonics, Materials Science, Physics, or a related field.
- **5+ years of industrial experience** in semiconductor or photonic device fabrication and/or process development, within a production environment.
- Deep hands-on experience in microfabrication techniques and tools.
- Deep hands-on experience with metrology tools in cleanroom.
- Familiarity with lot tracking systems, recipe versioning, and control plans.
- Excellent communication skills across multidisciplinary teams.
- Excellent written and spoken English; French and German are big plus.

Other

- Understanding of fabrication processes for TFLN photonic components is a big plus.
- Competence in data collection, visualization, and statistical process control (SPC), for process qualification.
- Enthusiastic about representing CCRAFT as a leading PIC pure-play foundry.
- Retaining ambitions to grow into a team leadership / management position as the foundry scales.
- Systematic, detail-oriented and methodical, with strong ownership of results.

Conditions & Benefits

- Permanent position, competitive salary, performance bonus, ESOP participation.
- Based at CCRAFT's headquarter in Switzerland, with flexible hybrid scheme.
- Collaborative, low-hierarchy team, valuing initiative, transparency, and growth.
- Being a core team member in a high-potential startup with global impact and recognition, shaping CCRAFT's fab and integration ecosystem.
- Professional development through conferences, training, and industry engagement.
- Access to state-of-the-art cleanroom infrastructure.

How to apply

Send your application to careers@ccraft.com as a **single PDF file** (name: **Job-ID_YourName**) containing:

- 1-page cover letter outlining what you bring to CCRAFT, what CCRAFT brings to you, and what CCRAFT and you could bring to others.
- 2-page CV with focus on relevant experience.
- Contact details for 2 references.

Email subject: **Job-ID_YourName**

Your application should reach us no later than **December 14th**.

We will contact you shortly after the application deadline.