

Director of Quality and Compliance

The Director of Quality is a senior leadership role responsible for building, implementing, and sustaining a robust Quality Management System (QMS) that supports SemiNex's growth, customer requirements, and operational excellence. This role owns quality strategy and execution with a primary mandate to elevate product and process quality, embed a culture of continuous improvement, and lead the company to ISO 9001:2015 certification.

Reporting directly to the Chief Executive Officer, the Director of Quality partners closely with Operations, Engineering, Supply Chain, and Production to ensure quality is designed into products, processes, and supplier relationships.

Responsibilities

- Build, implement, and maintain a scalable ISO 9001:2015–compliant Quality Management System, including certification readiness, audits, and management reviews.
- Establish and sustain a strong quality and continuous improvement culture, including implementation of 5S across production and support areas.
- Define, monitor, and improve key quality metrics (yield, defects, returns, nonconformances, CAPA effectiveness).
- Lead internal and external audits, CAPA, and ongoing compliance activities.
- Develop and manage supplier quality programs, including qualification, audits, performance monitoring, and corrective actions.
- Ensure compliance with ISO 6 / ISO 7 cleanroom protocols, ESD controls, and laser device manufacturing standards.
- Provide quality leadership across product development, manufacturing, inspection, test, and release.
- Support customer quality requirements, including Telcordia testing, customer audits, and reporting.
- Partner with Engineering and Operations on root-cause analysis, risk mitigation (FMEA), and process improvements.
- Own quality documentation, procedures, records, and training; champion Lean and continuous improvement to improve yield, reduce variation, and support scale.

Qualifications:

- Bachelor's degree in Engineering, Quality, Manufacturing, or related technical discipline.
- 8+ years of progressive Quality leadership experience in semiconductor, photonics, laser device, or advanced manufacturing environments.
- Proven experience building and leading ISO 9001:2015 quality systems and certification efforts.
- Strong working knowledge of Telcordia testing, cleanroom operations (ISO 6 / ISO 7), ESD controls, and supplier quality management.
- Demonstrated ability to lead change, influence cross-functional teams, and build a durable culture of quality and continuous improvement.

Company Background:

SemiNex Corporation is a privately held U.S. manufacturer of high-power semiconductor diode lasers and optical amplifiers based on indium phosphide (InP) and gallium antimonide (GaSb). Our products serve demanding applications including data communications, automotive LiDAR, industrial sensing, medical, space, and defense markets.

Compensation:

Competitive compensation package commensurate with experience, including base salary, performance-based incentives, benefits, and company stock.