



## Company Introduction

SIAE Microelettronica S.p.A. (<https://www.siaemic.com/>) is a leading provider of wireless backhaul solutions, explicitly specialized in point-to-point (P-P) microwave and mm-wave radio systems that provide 4G/5G mobile backhaul, IP and TDM technologies, high speed LAN to LAN interconnections with more than 90'000 P-P radio installed per year. SIAE Group is based in Italy and currently employs about 1'500 people. SIAE is a global provider of products and services for backhaul radio, and operates globally providing microwave systems, multiplexers, and network management systems.

SIAE represents a strategic asset at national and European level in telecommunications since all the products are fully designed and developed in Europe. The headquarter in Milan hosts more than 500 engineers dedicated to R&D activities. Additionally, SIAE has consolidated experience in the design and manufacturing of highly innovative microelectronic components, often developed in collaboration with the main European foundries

SIAE's telecom equipment enables millions of people in over 80 countries to communicate around the world every day, serving worldwide network operators. The services capability, provided worldwide from its 26 local affiliates, includes custom network design and planning, installation and commissioning, program management and post-sales support and maintenance.

## Job open positions

- "Technical Order Development Specialist"
- "HW Junior Platform AMS Designer"
- "After Sales Technical Support"
- "Junior Production Engineer"
- "Senior Process Engineer"
- "Junior Network Planning Engineer"
- "Software Engineer"
- "IP & Synchronization Designer"

Write us at [\*recruiting@siaemic.com\*](mailto:recruiting@siaemic.com)



## **Job position: “Technical Order Development Specialist”**

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### **Mission:**

Ensure the development and management of contracts and orders of the Customers through the knowledge of products, services, and collaboration with the various company functions.

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### **Principal activities and responsibilities:**

The candidate will carry out an accurate analysis of the orders received from the Customers and purchase the needed goods for the fulfillment of the order itself. All the tasks will be accomplished through the company standards, with the exploitation of SIAE's information system (SAP).

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### **Requirements:**

- Degree in Electronic or Telecommunication Engineer;
  - Stages or collaborations with other companies are a plus;
  - Fluent written and spoken English;
  - Fluent written and spoken Spanish is a plus;
  - Knowledge of Microsoft Office suite;
  - Basic knowledge of SAP (SD MM modules);
  - Skills in managing interpersonal relationships, analysis and synthesis;
  - Outstanding result orientation and entrepreneurial spirit.
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### **Extra info:**

Place of work: Cologno Monzese (MI), Italy

The described activity foresees Italian and abroad business trips.

This position is open to all genders (L.903/77).

## Job position: “HW Junior Platform AMS Designer”

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### Mission:

Design and team development electronic boards with a clear focus on microprocessor platforms, ethernet front-end and analog chains. The junior designer will also assist senior experts in the development of complex projects. The candidate will cooperate to the test definition for the final validation of the designed products.

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### Principal activities and responsibilities:

- Cooperate to the design of electronic system and contribute to the project success;
- Component and BOM definition for microcontroller-based platforms and ethernet front-end. Definition of analog sections of MODEM (frequency synth., ADC/DAC, analog modulator/demodulator, lumped filters) within the defined specs and international regulations;
- Support the team across the project activities;
- Perform electrical measurements of subsystems and products;
- Cooperate into the definition of product validation test-list;
- Being autonomous into small and basic projects or take part of complex realizations.

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### Requirements:

- Master degree in Electronic or Telecommunication Engineer;
- Competences in one or more field of electronics, like:
  - Radiopropagation, Analog circuits
  - IF and MODEM
  - Power management
  - Digital platforms (microprocessors, FPGA)
  - HS e Signal Integrity
  - Ethernet, PDH-SDH
- Basic knowledge of electronic instrumentations like spectrum and network analyzers, oscilloscope, data tester, phase noise and jitter analyzers, counters, emulators;
- Knowledge of circuit simulators;
- Fluent written and spoken English;
- Enthusiast in gaining new technical knowledge and experience;
- Proactive in the contribution of project developments with suggestions, and fresh ideas;
- Problem solving oriented.

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## **Job position: “After Sales Technical Support”**

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### **Mission:**

Provide technical support to customers deploying SIAE microwave transmission systems.

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### **Principal activities and responsibilities:**

- Analyse Customer technical questions related to SIAE already deployed systems;
- Collect from Customer all the information needed to perform an analysis over a technical problem found in field;
- Perform technical analysis on replica systems in SIAE Test Plant;
- Provide technical guidance to field engineers;
- Escalate, towards SIAE R&D, Customer requests that cannot be dealt with by Technical Support;
- Assure follow-up of troubles escalated towards R&D.

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### **Requirements:**

- Degree in Electrical or Telecommunication Engineer or equivalent;
- Maximum 35 years old (preferred);
- Minimum 3 years of experience in Telecom area;
- Ability to analyze and provide clear understanding of troubleshooting techniques;
- Ability to drive field personnel;
- Knowledge of the various equipment used in Telecommunication networks, with special focus on microwave P-P links;
- Cisco CCNP certification or equivalent;
- Knowledge of Network Management System principles (preferred);
- Knowledge of Linux and/or Unix OS (preferred);
- Good interpersonal communications skills;
- Willingness to accept responsibility;
- Diplomatic and positive approach to problem solving;
- Result-orientation approach;
- Devotion to work;
- Flexibility;
- Ability to work under high pressure;
- Good English language knowledge.

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### **Extra info:**

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## **Job position: “Junior Production Engineer”**

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### **Mission:**

Enhance the production lines of SIAE microwave transmission systems.

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### **Principal activities and responsibilities:**

- Manage and program automatic systems for high-tech production lines (back-end assembly);
- Optimize microfabrication processes through photolithography (front-end);
- Analyze physical materials involved in the processes (epoxy glues, soldering alloys, material treatments, surface finishings, photoresists...);
- Keep track and manage the production processes (stability, yield and fault rate, production spread);
- Manage procedures and documentations;
- Engage other business units within the company (R&D, QA, NPI) for new-products introduction,
- Optimize current products and non-conformities management;
- Contact material and equipment suppliers.

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### **Requirements:**

- Degree in Physic or Materials Engineer;
- Good interpersonal communications skills;
- Willingness to accept responsibility;
- Diplomatic and positive approach to problem solving;
- Flexibility;
- Knowledge of Microsoft Office suite;
- Good English language knowledge.

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### **Extra info:**

Place of work: Cologno Monzese (MI), Italy

The described activity foresees Italian and abroad business trips.

This position is open to all genders (L.903/77).

## **Job position: “Senior Process Engineer”**

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### **Mission:**

Enhance the production lines of SIAE microwave transmission systems.

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### **Principal activities and responsibilities:**

- Manage and program automatic systems for high-tech production lines (back-end assembly);
- Optimize microfabrication processes through photolithography (front-end);
- Analyze physical materials involved in the processes (epoxy glues, soldering alloys, material treatments, surface finishings, photoresists...);
- Keep track and manage the production processes (stability, yield and fault rate, production spread);
- Manage procedures and documentations;
- Engage other business units within the company (R&D, QA, NPI) for new-products introduction,
- Optimize current products and non-conformities management;
- Contact material and equipment suppliers.

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### **Requirements:**

- Degree in Physic or Materials Engineer;
- 3 to 5 years of experience in microelectronic companies;
- Knowledge of Chip&Wire Assembly technologies (epoxy dispenser, die attach, wire bonding, packaging, testing...) for QFN, PA, SIP and custom packages;
- Good interpersonal communications skills;
- Willingness to accept responsibility;
- Diplomatic and positive approach to problem solving;
- Flexibility;
- Knowledge of Microsoft Office suite;
- Good English language knowledge.

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### **Extra info:**

Place of work: Cologno Monzese (MI), Italy

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## **Job position: “Junior Network Planning Engineer”**

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### **Mission:**

Plan, commission and provide high level technical support to customers deploying SIAE microwave transmission systems.

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### **Principal activities and responsibilities:**

- Evaluate and interpret customer system requirements;
- Gather geographical, clutter, access note and high site information from Customer;
- Do site visits and surveys as required to perform planning function;
- Perform High Level Design (HLD) network studies to identify scenarios and solutions that best fit the customer requirements;
- Perform Low Level Design (LLD) network studies to detail the implementation of the High-Level solution identified in the HLD;
- Execute detailed network planning - architecture, capacity, Link Budget, interference analysis, DCN, Eth/TDM traffic design, etc...;
- Obtain Customer's acceptance of network design and system elements utilized;
- Provide technical support to Sales Staff and Customer;
- Generate documentation required for offered equipment.

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### **Requirements:**

- Degree in Electrical or Telecommunication Engineer or equivalent;
- Maximum 30 years old;
- Fluent English speaking;
- Knowledge of programming languages;
- Attention to the details and accuracy;
- Excellent interpersonal communications skills;
- Willingness to accept responsibility;
- Result-oriented and positive approach to problem solving;
- Team builder and flexibility;

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### **Extra info:**

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## Job position: “Software Engineer”

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### Mission:

The candidate will join SIAE Software team and participate to the definition and development of Embedded Software Modules.

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### Principal activities and responsibilities:

As a Software Designer the candidate will develop embedded software modules coordinating with the other team members. The Software Designer participates in the Architecture Definition and is responsible for the design, development, verification and support of Software Functionalities of SIAE Microelettronica equipment.

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### Requirements:

- Knowledge of C language;
- Knowledge of real-time operating system;
- Knowledge of Linux operating system;
- Knowledge of versioning control tools (mainly git);

### Desired skills:

- Working experience of development with C language;
- Knowledge of C++ Language;
- Working Experience in device driver development;
- Working Experience of development with Real Time operating Systems

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### Extra info:

Place of work: Cologno Monzese (MI), Italy

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## Job position: “IP & Synchronization Designer”

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### Mission:

The candidate will join SIAE FPGA/ASIC Design team and participate to the definition and development of Packet Processing and Synchronization solutions in a telecommunication network environment.

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### Principal activities and responsibilities:

As an IP & Synchronization Designer the candidate will be responsible for:

- Defining solutions that can be efficiently implemented in FPGA/ASIC
- Defining the design specifications
- Developing the designed solution
- The functional verification of the designed solution
- Implementing the solution in FPGA/ASIC (with firmware support, when required)
- Meeting FPGA/ASIC resource utilization and timing requirements

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### Requirements:

- Knowledge of VHDL and/or Verilog language;
- Knowledge of FPGA development process (design, verification, implementation);
- Knowledge of FPGA vendor development tools (Xilinx Vivado, Intel Quartus);
- Knowledge of fundamentals of telecommunication networks.

### Desired skills:

- Working experience of FPGA development;
- Working experience of ASIC development;
- Knowledge of Ethernet and IP network synchronization protocols;
- Knowledge of TCL language;
- Knowledge of Python language;
- Knowledge of C language.

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### Extra info:

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