

## Wafer Fabrication Operator Interview Questions

1. Tell me how you organize, plan, and prioritize your work.

2. Share an experience in which you inspected materials, components, and products for defects and measured circuitry.

3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

4. Share an experience in which you've successfully learned how to handle a new piece of equipment?

5. Tell me about a recent experience you've had working with your hands.

6. How do you stay fit in order to perform physical activities that are required in the workplace?

7. Share an experience when you applied new technology or information in your job. How did it help your company?

8. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

9. Share an experience you had in dealing with a difficult person and how you handled the situation.

10. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

11. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

12. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

13. What is the state of your processing, production, and inspection information? What is one thing you would like to improve?

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14. Provide an experience in which you manipulated valves, switches, and buttons and keyed commands into control panels to operate semiconductor processing cycles.

15. Tell me about your experience using etching, lapping, polishing, and grinding equipment to form circuitry and change conductive properties of wafers and/or ingots.

16. Share an experience in which you effectively regulated power level, temperature, vacuum, and rotation speed of furnace.

17. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

18. Provide an experience in which you cleaned semiconductor wafers.

19. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

20. Describe the methods you use to determine specifications and sequence of operations.

21. Provide an experience in which you effectively monitored operation and adjusted controls of processing machines and equipment to produce a composition with specific electronic properties.

22. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

23. Describe the methods you use to calculate etching time.

24. Share an experience in which you successfully aligned a photo mask pattern on a photoresist layer, exposed the pattern to ultraviolet light, and developed the pattern.

25. Provide an experience in which you effectively cleaned and maintained equipment.

26. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

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27. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

28. Provide an experience in which you effectively operated a saw to cut remelt or ingots into wafers.

29. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

30. Provide a time when you dealt calmly and effectively with a high-stress situation.

31. Share an experience in which you effectively connected a reactor to a computer.

32. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

33. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

34. Name a time when your patience was tested. How did you keep your emotions in check?

35. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

36. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

37. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

38. Provide an experience in which you successfully mounted crystal ingots or wafers on blocks or plastic laminate.

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39. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

40. Provide an example of when you were persistent in the face of obstacles.

41. Describe an experience in which you attached an ampoule to a diffusion pump and sealed the ampoule.

42. Would you consider analyzing data or information a strength? How so?

43. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

44. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

45. Name a time when your creativity or alternative thinking solved a problem in your workplace.

46. Provide an example when your ethics were tested.

47. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

48. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

49. Describe a time when you successfully provided personal assistance to a coworker or patron.

50. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

51. Share an experience in which your willingness to lead or offer an opinion helped your company.

52. Give me an example of when you thought outside of the box. How did it help your employer?

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53. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

54. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

55. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

56. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?

57. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

58. Please share an experience in which you presented to a group. What was the situation and how did it go?

59. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

60. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

61. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

62. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

63. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

64. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a

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solution. How did the solution benefit your employer?

65. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

66. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

67. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?