



## JOB DESCRIPTION

<b>Job Title: Research &amp; Development Associate</b> <b>Reports To:</b> Manager, R&D <b>Organizational Function Area:</b> Research and Development	<b>Location:</b> Integrated Biometrics, LLC Chandler, AZ
<b>Date:</b> Feb 2021 <b>Revised:</b> May 2021	<b>FLSA Classification:</b>
<b>Job Description</b>	
<b>An Introduction to the Company:</b> <p>Integrated Biometrics, LLC (IB) designs and manufactures FBI-certified fingerprint sensors for law enforcement, military operations, homeland security, national identity, election validation, social services, and a wide range of commercial applications. The company's patented light emitting sensor technology enables lightweight scanners that outperform traditional prism-based devices in size, power consumption, portability, and reliability. Identity management solutions providers, government agencies, and corporations around the world rely on Integrated Biometrics' products to enroll and verify individual identity quickly and accurately, even in remote locations.</p> <p>IB is a multi-national company that is rapidly scaling with high double-digit sales growth, with all the challenges and opportunities that accompany rapid scale and growth.</p> <p>IB has been recognized as one of the South Carolina Top-25 Fastest Growing Companies in 2016, 2017, 2019 and 2020 and in the Inc. 5000 Fastest Growing Companies for 2016, 2017, 2018, 2019 and 2020.</p> <p><b>Research &amp; Development Associate</b> is an energetic team member to expand the R&amp;D team. IB makes the world's most compact FBI certified fingerprint sensors. In this position you will help develop what is coming next and help us make identity better.</p> <p>The R&amp;D Associate will be responsible for performing experiments and related tasks in support of internal development as well as external client projects. This person will perform a variety of tasks under the direction of a senior engineer including filtering, printing, and lamination processes, as well as electrical and optical testing of devices. Additionally, this person will assist in the development and improvements of the manufacturing process, yield improvements and quality assurance.</p> <p><i>This position is on-site at our center for R&amp;D in Chandler, Arizona</i></p>	



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### Typical work includes:

- Under direction of a Senior Engineer, perform film experiments and research including chemical formulations, particle dispersion, coatings, mixing and filtering.
- Perform optical, mechanical and electrical characterizations of devices.
- Analyze product film issues, dissecting complex problems and suggesting process-oriented solutions.
- Operation and maintenance of internal research laboratory equipment
- Perform assembly and disassembly of electro-optical device components.
- Investigate, analyze and implement improvements in materials and processes.
- Providing assistance to Scientists and Engineers in the development of new coating technologies including processes, characterization, and test methods

### Needed Traits (Must Haves)

- Bachelors in a technical field; Material, Chemical or Engineering disciplines preferred.
- 1- 3years Experience in general laboratory research and development methods and tools
- Utilization of precision metrologies: digital balances, microscopes, multimeter, viscometer, profilometer, electrical and benchtop testing fixtures
- Some knowledge of lamination and screen-printing processes
- Understanding and some experience with electrochemical laboratory equipment
- Good eye-hand coordination as well as attention to detail and strong organizational and problem-solving skills
- Very good general computer skills including use of Microsoft Office 365.
- Problem Solving, Teamwork, Communication, and Interpersonal Skills, must possess the company's values.
- Capable of designing, performing, and summarizing experiments.
- Curious, innovative, and ambitious; driven to achieve by understanding and solving challenges.
- Adaptability to creating ideal methods and applying novel ideas to challenging issues.
- Focus on Laboratory Safety - solid understanding of Safety Data Sheets and symbol, proper use of PPE.

### Desired Traits (Like to Haves)

- Experience with screen printing (or other fabrication methods) of multi-layer devices
- Cleanroom experience
- Some understanding of quality processes and systems
- Experience in Thin Film science and manufacturing
- Understanding of Electroluminescent Applications
- Experience with AFM, STM profilometry, FIB
- Application Process of Thin film polymers



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### Other Preferred Skills and Qualifications

- Work independently and as a team when needed to prioritize and meet deadlines.
- Management and observance of confidentiality requirements and expectations.
- Desire to be an active part of and strengthen the IB culture of a team environment focused on accountability, diligence, delivering results and mutual respect.
- Effective two-way communication written, verbal and in-person.  
*(listening to others when they communicate and asking questions to better understand).*
- Politely persistent follow-up talent.
- Chameleon-like ability to adapt to changing tasks throughout the day.
- Fired up to be part of a growing, scaling hardware / tech company.

**To be part of the IB team:** *Impacting lives through identity.*

In early 2017, Integrated Biometrics adopted the Entrepreneurial Operating System (EOS) – as taught in TRACTION by Gino Wickman. We use this approach for the overall foundation of the organization. The results have been good to excellent. Naturally, we continue to extend EOS to all levels of the organization. It has become an important part of our culture of achievement.

Our executive offices, including marketing, finance, accounting, domestic logistics and strategic engineering, are based in Spartanburg SC. Our manufacturing and product / process / engineering offices are outside of Seoul, South Korea. We also have an expanding R&D lab and film production facility in Chandler, AZ. The majority of IB's sales resources work remotely across the globe.

#### **CORE VALUES:**

##### Customer-focused

- Friendly – Cooperative – Good Listener – Respectful

##### Get Things Done

- Persistent – Curious & Innovative – Results Oriented – Proactive  
Resourceful Common Sense – Helpful – Enthusiastic – Adaptable

##### Accountable

- Trustworthy – Team Player – Cooperative Relationships – Honest – Reliable – Quality Work – Unbiased Behavior – Support for Workplace Diversity

**Submit a letter of introduction and resume to**  
[jobs@IntegratedBiometrics.com](mailto:jobs@IntegratedBiometrics.com) for consideration.