


臺商與僑商公司徵聘華語人才申請表

填表時間：114 年 7 月 3 日

Headquarter	Taiwan, Taichung	Company	Siliconware Precision Industries Co., Ltd.(SPIL)
Company Profile	<p>Established in May 1984, Siliconware Precision Industries Co., Ltd. has become one of the leading providers of comprehensive semiconductor assembly and test services. SPIL posted annual sales of NT\$118 billion in 2024 and currently employs around 25,000 people worldwide.</p> <p>SPIL is dedicated to meeting all customer's integrated circuit packaging and testing requirements. Our turnkey solutions range from bumping, wafer sort, assembly, final test, to shipment. We continue to be a professional supplier that creates high added value through quality improvement and technological innovation, while ensuring the company's sustainable operations and creating maximum profits for shareholders. SPIL has become a world-class assembly and testing company.</p> <p>Our products include advanced lead frame and substrate based packages, which are widely used in, but not limited to, computers, tablets, cellular phones, set-top boxes, LCD monitors, wearable devices, smart appliances, IoT, fingerprint sensor, smart cars, VR/AR, artificial intelligence, drones, smart speakers, digital cameras and video game consoles.</p>		
Company Website	http://www.spil.com.tw		
Product and Service	IC assembly and test services	Number of Employees	25,000
Contact	Jenny Kao	Contact Number	04-25341525 EXT.5932
Compensation & Benefits	<p>💰 Compensation & Incentives</p> <p>1)Festival Bonuses: Yearly bonuses for three major traditional holidays.</p> <p>2)Quarterly Performance Bonus: Issued based on company profitability and individual performance each quarter.</p>		

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	<div> Comprehensive Benefits</div> <div><p>1)Employee Dining Subsidy: Subsidized meals with a variety of options including buffets, specialty meals, noodles, and vegetarian selections.</p><p>2)Convenience Services: On-site 7-Eleven and Family Mart, offering daily discounts for employees.</p><p>3)Four-Star Dormitories: Comfortable and fully equipped housing featuring aerobics rooms, gym, table tennis, billiards, karaoke, reading lounge, and arts & crafts studio.</p><p>4)Shuttle Bus Service & Parking: Company-provided shuttle buses and spacious parking lots for cars and motorcycles.</p><p>5)Special Occasion Payments: Financial support for celebrations, condolences, emergencies, and disability assistance.</p><p>6)Personal Welfare Credits: Choose from restaurant vouchers, movie tickets, department store gift cards, and more according to personal preferences.</p><p>7)Social Engagement: Family days, company trips, cultural events, recreation programs, and various employee clubs.</p><p>8)Annual Health Checkups: Regular employee health screenings and on-site doctor consultations.</p><p>9)On-Site Vendor Services: Regular on-site visits by banks, insurance agents, and travel agencies offering account setup, financial planning, insurance, and travel services.</p></div>
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Job Information and Qualification					
Job Title	Job Description	Job Location	Major	Language Competency	
				English	Chinese
Equipment Engineer	1.Perform machine acceptance procedures, including NPI setup and verification of component replacements. 2.Carry out scheduled preventive maintenance in accordance with standard procedures (semi-annual). 3.Diagnose and resolve equipment alarms and operational anomalies to minimize downtime. 4.Perform fine-tuning of parameters across identical equipment models to enhance overall performance. 5.Support and execute fan-out improvement projects, focusing on yield and process enhancements.	Taiwan, Taichung/ Changhua	Science, Technology, Engineering & Mathematics (STEM)	Excellent (C1)	TOCFL A2
Process Duty Engineer	1.Verify parameters (incl. PPID upload) and validate post-value data against platform specs. 2.Execute DOE plans with parameter/jig changes and collect post-value data. 3.Check post-value data and benchmark against BKM. 4.Perform quality buy-off after machine modifications. 5.Analyze issues via DRB mapping and support root cause identification. 6.Support process enhancement and collect fan-out data for evaluation.	Taiwan, Taichung/ Changhua	Science, Technology, Engineering & Mathematics (STEM)	Excellent(C1)	TOCFL A2

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Manufacturing Supervisor	1.Oversee production readiness, including workforce and equipment supervision; address output deviations. 2.Lead DRB processes and support resolution of quality exceptions. 3.Respond to stakeholder inquiries and ensure timely feedback on customer needs. 4.Monitor Q-TIME to ensure compliance with operational standards. 5.Conduct shift handovers on production, WIP, and quality status. 6.Investigate personnel anomalies and implement corrective actions. 7.Audit lines for discipline and 6S compliance.	Taiwan, Taichung/ Changhua	Science, Technology, Engineering & Mathematics (STEM), Business	Excellent(C1)	TOCFL A2
Apply for the job	Submit resume via 104 or Email: wantzugao@spil.com.tw				