

Senior Hardware Lab Technician

As a Senior Hardware Lab Technician at ZaiNar, you will support the debug, assembly, rework, and validation of the hardware and firmware behind our real-time 3D positioning technology. You will set up and run test configurations at the system, component, and firmware level, bring boards and systems up at the bench, and keep the lab's test systems, servers, and equipment in good working order. This is a hands-on role for someone who is outgoing, self-directed, and naturally anticipates what needs to be done before being asked, and who thrives in a fast-paced startup environment.

JOB RESPONSIBILITIES

- Set up and support test configurations as defined by the engineering team and on your own initiative.
- Bring up, test, and debug boards and integrated systems at the bench, driving root-cause analysis and clear handoff back to design engineers.
- Operate and maintain lab test systems and equipment, including basic calibration and health checks.
- Update and manage firmware, drivers, Linux OS images, and associated software.
- Set up and maintain lab servers, workstations, and network-connected test resources that support automated and manual testing.
- Perform mechanical assembly of company products.
- Capture clear test results, issues, and configuration notes so tests are repeatable and traceable over time.
- Keep the lab organized, safe, and fully stocked, with tools in place and equipment in working order.

MUST HAVE ATTRIBUTES/SKILLS

- Ability to read and interpret schematics, wiring diagrams, and technical documentation.
- Strong troubleshooting skills across hardware and systems.
- Proficiency with standard lab equipment, including DMMs, power supplies, and oscilloscopes.
- Mechanical aptitude and hands-on assembly skills.
- Working knowledge of Linux OS.
- Proficiency with Microsoft Office and Google Workspace (Excel, Word, Docs, Sheets).
- Strong written and spoken English communication skills.
- Based in the Bay Area, with on-site presence at our Belmont, California office five days per week.

SHOULD HAVE ATTRIBUTES/SKILLS

- Comfort using databases to log, query, and retrieve test and measurement data.
- Experience with cellular networks, including LTE and 5G systems, RANs, and antennas.

NICE TO HAVE ATTRIBUTES/SKILLS

- RF test experience with VNAs, noise figure systems, and spectrum analyzers.
- Proficiency with precision soldering and SMT rework, including fine-pitch and BGA packages.
- Experience with automated test programming.
- Bash or Python scripting ability.
- Familiarity with shop equipment such as drill presses, mills, 3D printers, and hand tools.
- BSEE or equivalent.