

# Test

Test

**BD**

Senior Material Test Engineer

# Phone Screening

**BD | Senior Engineer - Material Testing | R-538397  
2/27/26 @ 12:30PM PST w/ Jason L**

# **Projected Schedule**

**Intros & Pleasantries**

**[Jason] Discusses BD & Role**

**About Me**

**My Perspective on Industry & Role**

**Salary Expectations**

**Start Date & Notice**

**My Questions for Jason**

**Goodbye & Signoff**

# Intros

Hey Jason, thanks for having me today

Yes of course, thanks for reaching out and having me today. Just wanted to follow up and learn more about BD and the role.

# About Me

## Tell me more about yourself

**"Sure — I'm currently a Senior Tooling Design Engineer at Boeing with about 10 years of experience across aerospace, defense, and manufacturing industries.**

**In my current role I focus on mechanical design and analysis for large-scale commercial aviation tooling and equipment. Prior to Boeing, I worked as a Materials and Process Engineer, where I led material testing and process control to qualify flight hardware for military and space grade programs.**

**What I've enjoyed throughout my career is being hands-on - whether that's working in a machine shop or being in a cleanroom environment, I've seen the product lifecycle through design, testing, analysis and all the engineering decisions that go into delivering a final product.**

# My Perspective on my fit with industry & role

*What made you apply to BD? Why do you think you are a fit for this role?*

Yeah that's a great question - I think there are a couple reasons but I think the main reason is that

I'm interested in shifting industries and based on people I've spoke to, there seems to be a lot of common philosophies between aerospace and MedTech when it comes to developing a product whether that's understanding the requirements & drivers from a regulatory body, a customer, or just the market in general – and how to design a product and manufacturing processes that can meet those requirements – and then on top of that – how to stay lean and mindful of cost and schedule.

That's actually what drew me to this role at BD. The idea that material testing data directly feeds simulation models that drives product development and I think my background maps well to what the Digital Engineering team is building."

## **Lack of Experience in Medical Device Industry:**

“While I haven’t worked directly in the medical device industry, I’ve found throughout my career that many of the core engineering patterns are consistent across regulated, high-reliability environments.

For example, in aerospace and defense, many of the requirements originate from strict regulatory and quality frameworks—whether that’s FAA at Boeing or DoD at Raytheon. From my understanding, medical devices operate under a similar model with the FDA, where documentation, traceability, validation, and risk management are just as critical.

So that’s coming from a high level standpoint -

From a manufacturing standpoint, I’ve worked in cleanroom environments for sensitive hardware, where contamination control, process discipline, and attention to detail are essential. I’ve seen firsthand how something as small as a fiber or eyelash can cause a defect, so I’m very comfortable working in environments that demand that level of rigor and scrutiny.

[SAY THIS NEXT LINE WITH CONFIDENCE]

Because of that background, I’m confident in my ability to ramp up on medical-specific standards and apply the same disciplined, end-to-end engineering approach to the medical device industry.”

**And I feel like I’ve learned so much from wearing different hats and being in different shoes throughout my career — whether it’s working across design, manufacturing, materials, and suppliers — I believe that seeing problems from different vantage points adds so much value and it’s reassuring to see a company like BD that values that kind of breadth and diverse thinking.**



# Salary Expectations

*For the recruiter call: Do not volunteer a number. If asked directly, use:*

Option 1: “Yeah I’m honestly looking for something that’s competitive and consistent with similar roles in the area.

and I’m open to hearing what BD has budgeted for this position.

and see if it aligns with what I’ve researched.

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(100 - 150K)

I’m more focused on finding the right fit than a specific number.”

# Salary Expectations Pt2

“Compensation is important, but it’s not the only factor for me. I’m really focused on finding the right fit in terms of role scope, technical challenge, and team, and **I’m open to discussing compensation further as I get more clarity on the position.**”

“There are a lot of factors involved beyond salary, including responsibilities and overall fit. I’m open to discussing compensation further, but based on my experience, I’d expect it to align with the market for senior-level engineering roles.”

For example, I haven’t had the chance to ask about work-life balance yet.

**Recruiter:** “I understand, but I do need a range to make sure we’re aligned.”

“That makes sense. Based on my experience and the types of roles I’m targeting, I’d be comfortable in the **\$100,000 to \$150,000 base salary range**, depending on the scope of the role, location, and overall compensation package.”

## Start Date & Notice

“I’m available to start as soon as possible. I would just need to provide my current employer with a standard two-week notice.”

# My Questions for Jason

Can you share anything about the team I'd be working with? Do you know what size the team is or what the day to day looks like?

What are some of the company's biggest upcoming milestones in the next 5 years?

"Well I'm genuinely excited about this team and the company —

What are the next steps in the application process?"

"What does the interview process look like after this call?"

## **Good Bye & Signoff**

**Well Jason, thank you for taking the time to chat with me today and hopefully we'll be in touch soon.**

**Ok sounds good, have a great weekend.**

**Thanks, Bye**

Side Q's

# Strengths

“One of my key strengths is my ability to see problems from multiple perspectives. I think that’s especially important in cross-functional environments, where different teams may have different priorities but are ultimately working toward the same objective.

A good example is the constant balance between cost, quality, and schedule. Each function naturally emphasizes a different part of that triangle, and I’ve found that understanding why each group has its priorities helps drive better decisions and smoother execution.

I often act as a bridge between teams, helping translate constraints and tradeoffs so we can move forward efficiently.”

# Weaknesses

“Earlier in my career, I tended to take on too much responsibility myself because I wanted to make sure things were done correctly.

Over time, I’ve learned that while ownership is important, leveraging the team and delegating effectively leads to better outcomes and stronger teams. I’m much more intentional now about aligning responsibilities early and trusting others’ expertise.”

# Manufacturing Chapter

Right out of college, I started out as a Manufacturing Engineer for a defense company (Raytheon Technologies) focused on building Focal Plane Arrays— which is a fancy term for sensors that detect infrared. My team was responsible for our portfolio of Space Programs.

So my role was to learn the build plan and follow the hardware throughout the factory, make sure we were meeting engineering drawings and standard procedures, dispositioning defects, performing Root Cause Corrective Actions, First Article Inspections - basically taking the product from cradle to grave.

## **Reflection**

It was honestly the best job to kick off my career because I was able to follow the product throughout the whole lifecycle and see so many different perspectives. I was able to work with technicians with decades of experience, and also work with customers and managers to see a high level view of a program.

*It forced me to wear many hats—solving problems with different cross-functional teams, and diving into both the technical and practical sides of engineering. The diversity of challenges made me a true "jack of all trades."*

Definitely a great job to start my career, it gave me early, hands-on experience with full product lifecycle ownership—taking hardware from concept and build readiness through qualification and launch—supporting space programs such as VIIRS and the James Webb Space Telescope.”



# Materials & Process Eng Chapter

I was in that Manufacturing role for a few years and I wanted to build my technical skills so I transitioned to a Materials & Process Engineering role.

And this role was exciting because, while Manufacturing is focusing on wearing multiple hats, Process Engineering is about wearing one hat really really well.

And so for example at Raytheon, one process that I was responsible for was Laser Welding Automation. And my job was essentially to become the Subject Matter Expert for that process.

And as different programs and derivatives of hardware went through Laser Weld Automation, it was my job to understand what requirements we needed to meet and realistically how consistent we can achieve these requirements (given the resources we have)

## **Reflection**

*This chapter helped me become more technical and step into the role of a Subject Matter Expert. It helped me understand the small details and nuances that make each part of the production cycle work smoothly. I learned that being a strong process engineer isn't just about understanding the theory; it's about applying it in real-world settings, balancing efficiency with quality, and constantly looking for ways to improve."*

# Tooling Design

In my current role as Tooling Design Engineer, I design and validate production tooling and mechanical systems that supports manufacturing.

I support the Boeing 777 production program, specifically working on the empennage – which is the tail of the airplane.

My team supports all the processes and preparation that go into the major structural assemblies, including the Horizontal Stabilizer, Vertical Fin, and Tail Cone, before it gets sent down further in the production line for Final Assembly.

And my role involves following tooling projects from concept through release, including requirement definition, supplier specifications, design reviews, stress analysis, fabrication oversight, and just overall ownership of the tool.

In the context of aircraft manufacturing, tooling encompasses anything used to build the airplane and meet manufacturing requirements. Examples include:

- Jigs that help mechanics drill certain holes in the plane.
- Fixtures that support and align the airplane during assembly.
- Equipment that transports the airplane across the factory.

## Reflection

I've really enjoyed working in tooling because it allows me to be a problem solver while still maintaining a strong balance between design and production. Tooling feels like the best of both worlds—it combines creativity and engineering design with hands-on involvement in the factory and the opportunity to see ideas come to life.

Tooling has been particularly rewarding for me because I get to see the impact of my work in real time

I take a great deal of pride in seeing something I designed being used on the production floor, especially when it helps make someone's job easier or improves the efficiency of the process.

# Focal Plane Array

“A focal plane array is an infrared detector used to sense specific wavelength bands for imaging and sensing applications.

In my role, our team was responsible for packaging the focal plane array into a fully functional, flight-qualified product known as an Integrated Dewar Detector Cooler Assembly, or IDDCA.

That work included precision mechanical alignment, electrical wirebonding, laser welding, validation and environmental testing, and ultimately integrating the assembly so it could be delivered to the customer as a ready-to-integrate subsystem.

# Pride

“I’ve found that I take the most pride in my work when I can clearly see its real-world impact.

Right now, working in commercial aviation has really reinforced that. It’s made me a bit of a plane nerd, but more importantly, I feel a strong sense of pride when I step onto an aircraft or travel across the world.

It puts my day-to-day work into perspective and reminds me that what I do contributes to systems that people rely on every day. That connection to a larger purpose is something I find very motivating.”

# Transitioning to different companies

“Each transition in my career has been driven by growth and development. Early on, I wanted to explore different parts of the engineering lifecycle to build a strong foundation.

For example, I moved from manufacturing engineering to process engineering to deepen my technical skill set, and later into tooling design to gain experience with a different product and system-level perspective.

As I move into a mid-career phase, I've realized that while I enjoy being hands-on technically, I'm also very interested in the bigger picture—how programs scale, how engineering decisions tie into business outcomes, and how organizations win and deliver work.

That's part of what attracts me to opportunities like BD, where there's exposure not only to technical challenges but also to how engineering supports broader business goals.”