

ALARIS ANTENNAS (PTY) LTD

All members of the company are to abide by the company's policies and procedures.

ANNEXURE A:

JOB PROFILE

1. POSITION	
Position title:	Head of Engineering
Department:	Management
Reporting to:	Managing Director
2. REQUIREMENTS	
Minimum education (essential):	B.Eng(Hons) ("Electronic")
Minimum education (suggested):	PhD Engineering ("Electronic"), M.Eng ("Electronic")
Minimum applicable work experience (years):	10 years
Required nature of applicable experience:	<p>Design and project experience in an electronic related field, specifically one involving electromagnetics or microwave/RF engineering, with a system engineering background. Experience within the Defense industry as well as with certification processes would be an advantage.</p> <p>Experience in having technical debates relating to conceptualizing and architecting product solution concepts and communicating these within the company as well as to prospective customers.</p> <p>Experience in technical/engineering management role with the ability to solve problems and make informed decisions to ensure progress on developments and project execution.</p> <p>Providing technical leadership and mentoring for technical teams.</p> <p>Facilitating technical hurdle taking with the support from the Chief engineers to ensure progress and ultimate execution on projects.</p>
Computer literacy (essential):	MS Excel (Expert) MS Word (Expert) MS PowerPoint(Expert)
Computer literacy (suggested):	MATLAB FEKO and Other EM SIM Tools
Language proficiency:	English
Other Characteristics: Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> ➤ Hard working, driven, self-motivated, ambitious person who will be able to work independently, accurately and with a high degree of responsibility. ➤ Proven track record in a similar environment of RF Antenna Engineering experience is critical. ➤ Demonstrated use of innovative techniques to establish and drive results. ➤ Results and outcome driven. ➤ Superior ability to manage quality relationships with a range of stakeholders including customers, colleagues, direct reports, suppliers, and partners.

	<ul style="list-style-type: none"> ➤ Excellent oral and written communication skills. ➤ People & Customer centric outlook and approach with strong interpersonal skills. ➤ Flexible with high levels of initiative ➤ High attention to detail. ➤ Work well under pressure and adhere to deadlines. ➤ Creative problem-solving skills. ➤ Organizational, analytical, and decision-making skills. ➤ Professional approach. ➤ Strategic thinker ➤ Demonstrated ability to see the big picture and provide useful advice and input across the company. ➤ Must be able to assume control and take authority of teams of people from diverse backgrounds to solve critical and time-sensitive problems and hold people accountable
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3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Technical	30%	<ul style="list-style-type: none"> ➤ Work with the Product owners to conduct research and case studies on leading edge technologies and make determinations on the probability of implementation. ➤ Participate in design reviews of the overarching design, analysis, and test and certification approach. ➤ Make the final decisions to resolve high-level / high impact engineering issues. ➤ Coordinate technical 'rescue' of projects in danger due to technical challenges (hurdle taking). ➤ Support the staff to achieve successful execution of projects, both by direct technical input where needed, but also by fostering a technically competent, accountable, and efficient R&D team. ➤ Ensure engineering change requirements are reviewed, assessed in terms of technical need vs commercial reasoning, and approved by the PO's and Chief engineers. ➤ Review of technical proposals/design documentation intended for customers to ensure high quality standard of documents.
Strategic	20%	<ul style="list-style-type: none"> ➤ Establish the company's technical vision with the Group CTO and lead all aspects of the company's technological development. ➤ Support sales through customer interaction on technical and new development discussions. ➤ Provide input into the product and technology roadmap. ➤ Final responsibility for the definition of new product development. ➤ Motivates for new product development and technology development. ➤ Manage the balance of investment in new innovation vs execution of customer projects (reactive vs pro-active developments) ➤ Responsible for the execution of projects within the cost, time and spec and quality requirements. ➤ Effectively partner with the COO and other members of the executive team to balance and achieve company goals.

		<ul style="list-style-type: none"> ➤ Work in a consultative fashion with other department heads, such as marketing, production, and operations as an advisor of technologies that may improve their efficiency and effectiveness. ➤ Active monitoring and reporting of departmental financial performance in line with approved budget.
Staff Management	40%	<ul style="list-style-type: none"> ➤ Provide leadership to R&D team in a fashion that supports the company's culture, mission, and values. ➤ Oversee resource planning to ensure optimal efficiency on planning and execution of tasks. ➤ Inspire high levels of performance and employee retention. ➤ Establish, improve, and ensure active management of team's KPA's with frequent feedback and by holding staff accountable. ➤ Ensure there is appropriate and continuous team training. ➤ Work with HR to improve vacation work and bursary programs to create a steady pipeline of new talent. ➤ Actively manage team well-being and morale. ➤ Manage relevant HR related processes.
Risk Management	10%	<ul style="list-style-type: none"> ➤ Participate in discussions on management level (MANCO, Exco, Price List) to specifically identify risks associated in all aspects of the business, such as, but not limited to sales, disruptive technologies, pricing, operations, projects, quality, arms control, competition, market, facilities, and staff. ➤ Pro-actively engage in analysis of any operational aspects to guard against bad judgement calls and to identify areas of concern or possible inefficiency.

Please note that your responsibilities may change according to company circumstances but that any such changes will be discussed with you prior to implementation. The employee understands that the scope of their duties may vary according to the exigencies of the company's business and the employee will be required to adapt and comply with reasonable changes thereof.

Employee Signature

Managers Signature

Date

Date