

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	
Name & surname:	
Position title:	Antenna and RF Design Engineer
Department:	Product Development
Reporting to:	Project Manager
2. REQUIREMENTS	
Minimum education (essential):	Bachelor's degree in Electronic engineering,
Minimum education (suggested):	Masters and PhD qualifications in Electromagnetics would be advantageous
Minimum applicable work experience (years):	3 years
Required nature of applicable experience:	Design experience in an electronic related field, specifically one involving electromagnetics or microwave/RF engineering, Experience in high frequency spiral development would be an advantage
Computer literacy (essential):	Office: MS Excel (Intermediate), MS Word (Intermediate) Numerical computing (Matlab, Python)
Computer literacy (suggested):	Electromagnetic simulation software (FEKO, CST, Microwave Office, Ansys, HFSS)
Language proficiency:	English
Other requirements:	<ul style="list-style-type: none"> ➤ Hardworking and be able to work independently and accurately ➤ Good oral and written communication skills. ➤ Flexibility. ➤ Attention to detail. ➤ Assertive nature. ➤ Logical thinker. ➤ High levels of initiative. ➤ Work well under pressure and adhere to deadlines. ➤ Effective problem-solving skills ➤ Planning skills. ➤ Analytical and decision-making skills. ➤ Accuracy ➤ Professional approach. ➤ Good Administration skills. ➤ Good understanding of electromagnetic theory and physics/mathematics. ➤ Antenna/RF circuit design skills ➤ Hands-on practical skills in fabricating prototypes, building electronics systems, soldering and general DIY.

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Antenna Product Development	40%	<ul style="list-style-type: none"> ➤ Conceptual design ➤ Building of prototypes and testing ➤ Optimization of design ➤ Detail design ➤ Final electrical testing and antenna measurements ➤ Fault finding
RF Product Development	10%	<ul style="list-style-type: none"> ➤ RF circuit design (filters, switches, amplifiers) ➤ Detailed RF design and documentation ➤ Testing and qualification of RF designs ➤ Sourcing of specific RF components
Technical Lead Role	20%	<ul style="list-style-type: none"> ➤ Live with the project from birth to death ➤ Assist during proposal phase ➤ Technical communication with the client ➤ Break down technical deliverables / milestones into manageable, measurable tasks and make sure all team members know exactly what to do and how to do it ➤ Understand the customer's requirements and ensure that all development work conforms to requirements ➤ Ensure that all product design efforts are within the scope of the project ➤ Ensure seamless integration between all the sub-systems ➤ Ensure project technical documentation is kept up to date ➤ Understand and review the project budget with the Project manager ➤ Monitor, review and report technical risks, issues, and decisions on the project
Project & Support Task Execution	10%	<ul style="list-style-type: none"> ➤ Planning work packages ➤ Executing projects and tasks (On Brief / On Budget / On Time) ➤ Own your projects and tasks
Reporting and Writing	10%	<ul style="list-style-type: none"> ➤ Draft Manuals and assembly instructions ➤ Technical report writing ➤ Writing of Test Plans and Test Reports ➤ Preparation of Design Review documentation and presentations
Alaris Systems and Processes	10%	<ul style="list-style-type: none"> ➤ Know, understand, support, follow and give improvement suggestions with respect to Alaris systems and processes <ul style="list-style-type: none"> • Systems Engineering process • Project Management processes • Health & Safety requirements and processes • 5S System – including workshop, production, SPEF and Lab rules and regulations
KPI Contract	30%	TBC

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.