

## 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	
<b>Position title:</b>	Chief Engineer
<b>Department:</b>	Design Authority
<b>Reporting to:</b>	CTO – Chief Technology Officer
2. REQUIREMENTS	
<b>Minimum education (essential):</b>	Bachelors or Masters degree in Engineering (specialised in Antenna Theory, Mechanical/Structural Design, or RF Electronics/Firmware).
<b>Minimum applicable work experience (years):</b>	More than 10 years
<b>Required nature of applicable experience:</b>	<p>Proven technical leadership in the relevant engineering discipline (RF, Mechanical, Electronics/Firmware).</p> <p>Recognised as a subject matter expert in relevant fields such as electromagnetic simulation, structural mechanics, or embedded systems.</p> <p>Familiarity with defence and aerospace standards (MIL-STD, STANAG, IEC, ISO).</p> <p>Proven track record in novel product design and application of advanced technical solutions to real world problems.</p>
<b>Computer literacy (essential):</b>	MS Excel (Expert) MS Word (Expert) MS PowerPoint (Expert)
<b>Computer literacy (beneficial):</b>	MATLAB and or PYTHON Electromagnetic Simulation Tools (FEKO, HFSS, CST) Microsoft Business Central
<b>Language proficiency:</b>	English
<b>Other Characteristics: Based on the Values and Competency Frameworks</b>	<ul style="list-style-type: none"> <li>➤ Solves complex challenges with creativity, strategic insight, and innovative thinking.</li> <li>➤ Takes ownership of initiatives, delivering results with precision and reliability.</li> <li>➤ Provides clear direction and mentorship, guiding others to achieve goals with excellence.</li> <li>➤ Thrives under pressure, adapting seamlessly to changing priorities.</li> <li>➤ Inspires and motivates teams, fostering development, collaboration, and accountability.</li> <li>➤ Builds trusted, influential relationships across diverse stakeholders.</li> <li>➤ Communicates confidently, persuasively, and with clarity at all levels.</li> <li>➤ Aligns technical initiatives with long-term business objectives, driving impactful outcomes.</li> </ul>

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
<b>Technical Leadership &amp; Excellence</b>		<ul style="list-style-type: none"> <li>➤ Act as the designated design authority within the respective discipline, by taking ultimate performance accountability and guiding technical decision making.</li> <li>➤ Lead the design and development of complex technical systems, ensuring solutions are manufacturable, cost-effective, and meet customer requirements.</li> <li>➤ Conduct simulations, analyses, and testing to validate performance and compliance with engineering and quality standards.</li> <li>➤ Implement and maintain tools, methods, and metrics to monitor technical progress and drive continuous improvement and cutting-edge technology application</li> <li>➤ Review, approve, and provide guidance on designs, calculations, and technical documentation to ensure accuracy and adherence to standards.</li> <li>➤ Conduct audits of technical deliverables to maintain compliance with industry, defence, and company regulations.</li> </ul>
<b>Mentorship &amp; Discipline Growth</b>		<ul style="list-style-type: none"> <li>➤ Provide structured technical guidance and constructive feedback to engineers and technicians to develop their skills.</li> <li>➤ Support the implementation of personal development plans and training programs to strengthen team capability.</li> <li>➤ Lead knowledge-sharing initiatives, including design reviews and workshops to ensure design parity and standardisation.</li> <li>➤ Identify skill and capability gaps within the discipline and recommend tools, training, or recruitment to address them.</li> <li>➤ Foster a culture of technical excellence by recognising team achievements and encouraging continuous learning.</li> </ul>
<b>Opportunity Evaluation and feasibility assessment</b>		<ul style="list-style-type: none"> <li>➤ Provide technical support to Product management to assess new sales opportunities and provide input to customer solutions and pricing</li> <li>➤ Run new opportunities as mini projects by defining scope, breaking down work, and estimating engineering effort to enable proper solution design and pricing to meet customers' needs and commercial viability.</li> <li>➤ Engage with Technical Lead and Design Engineers to assess feasibility and compliance with requirements.</li> <li>➤ Identify technical grey areas and potential risks early to inform planning.</li> </ul>

		<ul style="list-style-type: none"> <li>➤ Collate inputs from design teams to inform inputs to Technical Opportunity Review Meetings to support bid/no-bid decisions and proposed project timelines as well as technical strategy.</li> </ul>
<b>Project Support &amp; Oversight</b>		<ul style="list-style-type: none"> <li>➤ Provide technical guidance to project leads during planning and execution to support informed decision-making.</li> <li>➤ Evaluate design feasibility, risks, and trade-offs to ensure projects are technically sound and meet customer requirements.</li> <li>➤ Validate that design solutions are manufacturable, sustainable, and properly integrated into the overall system.</li> <li>➤ Review and approve project deliverables to ensure accuracy, compliance, and quality before release.</li> <li>➤ Assist project teams in resolving technical issues and implementing corrective actions efficiently.</li> <li>➤ Act as the trusted technical advisor during customer interactions, guiding the design team through trade-off negotiations and specification feasibility discussions.</li> </ul>
<b>Innovation &amp; Capability Development</b>		<ul style="list-style-type: none"> <li>➤ Introduce improved methods, tools, or processes to enhance efficiency and design capability.</li> <li>➤ Drive research and innovation to develop new materials, processes, tools, and emerging technologies.</li> <li>➤ Develop intellectual property through patents, technical publications, and novel designs.</li> <li>➤ Capture and document lessons learned from projects to strengthen organisational knowledge.</li> <li>➤ Monitor industry and academic developments to identify trends and apply them within the organisation.</li> </ul>
<b>Cross-Discipline &amp; Executive Engagement</b>		<ul style="list-style-type: none"> <li>➤ Align discipline roadmaps with research directions and organisational objectives.</li> <li>➤ Collaborate with other Chief Engineers to deliver integrated system-level solutions.</li> <li>➤ Represent the discipline in discussions with executive management, customers, and external stakeholders.</li> <li>➤ Provide input to company strategy by advising on long-term technology trends and capability requirements.</li> </ul>