

+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:	Technical Lead
Department:	Research and Development
Reporting to:	Engineering Manager
2. REQUIREMENTS	
Minimum education (essential):	Bachelor's or Master's degree in Electronic, Mechanical, or Systems Engineering (or related discipline).
Minimum applicable work experience (years):	5+ years in Product Development engineering, with at least 2 years in technical or project leadership roles.
Required nature of applicable experience:	<p>Proven experience in multi-disciplinary product development (RF, antenna systems, defence/aerospace preferable).</p> <p>Strong understanding of systems engineering, requirements management, and verification & validation.</p> <p>Experience leading design reviews, managing risks, and communicating with stakeholders.</p> <p>Familiarity with defence, aerospace, or telecom standards (e.g., MIL-STD-810, STANAG, EMC, safety).</p>
Computer literacy (essential):	<p>MS Excel (Proficient)</p> <p>MS Word (Proficient)</p> <p>MS PowerPoint (Proficient)</p>
Computer literacy (suggested):	Microsoft Business Central
Language proficiency:	English
Other Characteristics: Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> ➤ Demonstrates leadership by guiding cross-disciplinary teams with clarity and accountability. ➤ Maintains strong technical depth in systems engineering and at least one core discipline (RF, Electronics, Mechanical, or Firmware). ➤ Executes projects with discipline, meeting schedule, cost, and scope commitments. ➤ Communicates effectively with engineers, project office, executives, and external partners. ➤ Solves problems analytically and proactively, balancing short-term project delivery with long-term sustainability. ➤ Adapts to shifting priorities in a fast-paced environment while maintaining professional integrity.

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Project Leadership & Execution		<ul style="list-style-type: none"> ➤ Own delivery of assigned projects (major or medium) from requirements definition through to qualification and handover. ➤ Manage project scope, schedule, and budget in alignment with the Project Management Office (PMO). ➤ Identify, mitigate, and communicate risks to stakeholders in a timely manner. ➤ Coordinate multi-disciplinary project teams by allocating tasks, monitoring progress, and resolving blockers. ➤ Provide clear reporting on project status, risks, and dependencies to PMO and Engineering Manager. ➤ Lead in all technical customer engagements, supported by design team and Chief engineers where applicable. Guide external design reviews and technical negotiations, ensuring compliance to specifications and contractual agreements.
Technical Ownership		<ul style="list-style-type: none"> ➤ Act as the primary technical authority for assigned projects. ➤ Ensure full requirements traceability from stakeholder needs through system verification. ➤ Lead trade-off studies, design reviews, and architecture decisions to support sound technical outcomes. ➤ Validate that solutions meet customer requirements, applicable standards, and qualification criteria. ➤ Support integration, test campaigns, and customer demonstrations to confirm performance. ➤ Drive the development of technical documentation, ensuring accuracy, compliance and completeness.
Opportunity Development (Pre-Project Stage)		<ul style="list-style-type: none"> ➤ Prepare inputs for Technical Opportunity Review Meetings to support The Design authority's decision making. ➤ Provide guidance on team capacity and availability to support proposed technical application and proposed timelines. ➤ Support the Engineering Manager in allocating resources to support simulations, prototyping and testing of proposed applications or experimental solutions. ➤ Ensure accuracy of capacity reports and project delivery progress to indicate possible availability timelines to support proposed future opportunities.

Collaboration & Stakeholder Management		<ul style="list-style-type: none"> ➤ Align technical solutions with market and customer needs in collaboration with Design Authority. ➤ Coordinate with suppliers, test houses, and external partners to ensure effective technical delivery. ➤ Facilitate clear communication between engineers, PMO, and executive management. ➤ Balance immediate project delivery needs with long-term design reuse, manufacturability, and lifecycle support.
People & Mentorship		<ul style="list-style-type: none"> ➤ Provide day-to-day technical guidance to engineers assigned to projects. ➤ Mentor junior engineers in technical problem solving and project execution discipline. ➤ Encourage accountability, collaboration, and continuous improvement within project teams.
Process & Continuous Improvement		<ul style="list-style-type: none"> ➤ Ensure adherence to company engineering processes and standards in project execution. ➤ Capture and document lessons learned for future projects. ➤ Contribute to knowledge sharing across Product Development disciplines through documentation, reviews, and workshops.