

ALARIS ANTENNAS (PTY) LTD

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

JOB PROFILE

1. POSITION	
Position title:	Managing Director
Department:	Executive
Reporting to:	Group Chief Operating Officer (GCOO) or Director of Operations (DOO) <i>[as applicable]</i>
Location:	Onsite (South Africa)
Objective of the role:	The Managing Director is accountable for leading Alaris Antennas' strategic direction, financial performance, commercial growth, and operational delivery, while building a high-performing executive team, strengthening stakeholder relationships across the Group, ensuring effective governance, and reporting, and driving sustainable business growth in alignment with the Group objectives.
2. REQUIREMENTS	
Minimum education (essential):	B.Eng. in Electronic, Electrical or Mechanical Engineering; or CA(SA); or an equivalent business management degree.
Education (suggested):	Advanced engineering degree, such as a master's or PhD in Electrical, Mechanical or Manufacturing Engineering; or MBA
Minimum applicable work experience (years):	12+ years' experience of which 8+ years are in an executive management role, where there is demonstrable experience balancing strategic thinking with hands on delivery. Proven track record in: • Sales growth • Scaling operations • Cost optimisation • Driving operational transformation
Applicable experience (essential):	Financial and commercial acumen. Profit and loss accountability, including operational finance responsibility. Exposure to a product environment and the full product value chain.
Applicable experience (suggested):	Design and project experience in electromagnetics or microwave/RF engineering. Sales and account management experience. Manufacturing quality certification and outsourcing experience, including ISO 9001.
Computer literacy (essential):	MS Excel, MS Word, MS PowerPoint
Computer literacy (suggested):	Microsoft Dynamics NAV (ERP), Salesforce and RF simulation tools, including MATLAB, FEKO and CST.
Language proficiency:	English

Other characteristics: Aligned with the values and competency frameworks.	• Customer- and people-centric. • Commercially minded, entrepreneurial and outcome driven. • Strong communication, presentation, negotiation, and conflict-resolution skills. • Strong change management skills and ability to influence positive outcomes. • Logical, analytical, and decisive problem solver. • Self-driven, flexible, and proactive. • Detail-oriented, organised, and able to manage multiple priorities. • Strong finance, corporate law, and management knowledge. • High integrity and professionalism.
3. KEY RESPONSIBILITIES	
• Financial management ○ Own profit and loss performance, including budgets, project financial control, and bottom-line profitability. ○ Drive revenue and PAT growth while managing expenses and product margins. ○ Maintain a clear understanding of income statement performance and take corrective action where required. • Sales & Marketing ○ Implement the Group sales, growth, and marketing strategy together with the Group Chief Revenue Officer (GCRO) and Group Marketing Officer (GMO). ○ Identify and convert high-value opportunities through customer insight, pipeline review, and executive client engagement. ○ Drive growth in revenue, market share, and profitability through commercially focused sales execution together with the Head of sales. ○ Partner with the GCRO on high-value sales opportunities that span across multi- subsidiaries in line with the agreed authority matrix. ○ Be informed of market trends and competitor activities and act on business opportunities as needed	

- **Operational Delivery**

- Implement the Group strategic plans together with the GCOO to ensure on time, quality deliveries in line with customer expectations and commercial sustainable practices.
- Lead implementation of strategic plans, annual goals and process improvements using clear performance metrics.
- Partner with the GCOO on high-impact initiatives to achieve successful delivery and longer term sustained growth.
- Implement initiatives that enable sustainable business scaling through appropriate internal and external operating models, including outsourcing.

- **Technology advancement**

- Implement the Group strategic plans together with the GCTO to ensure the company advances its technical capability, innovation, and product roadmaps.
- Partner with the Group CTO on technology direction and roadmap.
- Implement initiatives that ensure progress on technology driven innovation to remain competitive in the market.
- Partner with the GCTO on high-impact or high-risk developments to achieve successful delivery.

- **Team Management**

- Lead the executive team in line with the company's culture, mission and values, fostering high performance and retention.
- Foster a one-team culture and cross-collaboration across Group companies.
- Set and manage KPAs, performance feedback, incentives, development plans, and team well-being.
- Oversee HR, office administration, policy adherence, disciplinary matters, and grievance escalation.

- **Reporting and Compliance**

- Provide timely, accurate and complete reports on operating performance and matters requiring Board attention.
- Maintain clear communication with the Board of Directors and Group team on company performance, risks, and key developments.

- **Stakeholder Management**

- Represent the company and foster healthy relationships with clients, business partners, vendors, Group team, board members, and other stakeholders as required.