

## 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 Industrialisation
Department:	Industrialisation
Reporting to:	Chief Operating Officer
2. REQUIREMENTS	
Education (essential):	Bachelor of Engineering in Industrial-, Electronic, Electrical or Mechanical Engineering
Minimum applicable work experience (years):	<ul style="list-style-type: none"> <li>➤ 5+ years of experience in Product industrialisation, RF design engineering or systems engineering.</li> <li>➤ Proven track record of problem-solving in complex, high-stakes environments.</li> <li>➤ Strong leadership skills with the ability to see the big picture while managing details effectively.</li> <li>➤ Experience in product outsourcing is beneficial</li> </ul>
Main purpose of the role	Lead the end-to-end industrialisation of products, ensuring all developments are successfully transitioned into <b>scalable, cost-effective, and high-quality manufacturing</b> , enabling reliable delivery to customers and supporting the company's growth and profitability objectives.
About the company and Group:	<p>Alaris Antennas, a subsidiary of Alaris The RF Technology Group. As a leading global provider of advanced antenna sub-systems and solutions for defence, aerospace, and telecommunications industries, we are dedicated to delivering cutting-edge technologies to the global defence, homeland security, and specialised antenna markets.</p> <p>About Alaris Antennas: We're at the forefront of antenna sub- systems design and manufacturing, delivering high-performance solutions with unmatched precision. Our company culture prioritises forward-thinking solutions, teamwork, and continuous improvement in product integrity.</p>
Language proficiency:	English
Other Characteristics: (Based on the Values and Competency Frameworks)	<p><b>Delivery-focused leader</b> who ensures products are manufacturable, testable, scalable, and cost-efficient—delivered on time and at the required quality</p> <p><b>Strategic and detail-oriented</b>, able to translate big-picture objectives into disciplined, high-quality execution</p> <p><b>Continuous improvement mindset</b>, with the judgement to challenge unnecessary changes and protect product integrity</p>

	<p><b>Clear, structured communicator</b>, able to set expectations, align teams, and drive accountability across functions</p> <p><b>Results-driven problem solver</b>, who takes ownership, drives improvement, and consistently delivers measurable outcomes</p> <p><b>Strong, credible leader</b> who builds trust, inspires performance, and fosters a collaborative, high-performing team environment</p>
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### 3. KEY RESPONSIBILITIES

- Lead the **industrialisation strategy**, ensuring efficient and scalable product transfer into production
- Own and optimise the **end-to-end industrialisation process**, from design through qualification and release
- Ensure all products are **manufacturable, testable, and repeatable** at the required quality standards
- Drive **cost optimisation, manufacturability improvements, and reduction in technical debt**
- Lead **technical problem-solving** for production and testing challenges, including root cause analysis and continuous improvement
- Manage **outsourcing and global product transfers**, ensuring quality and consistency across group entities and/or partners
- Build and lead a **high-performing industrialisation team**, driving accountability and delivery
- Act as the integration point between **engineering, manufacturing, supply chain, and quality**