

# ALARIS THE RF TECHNOLOGY GROUP

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

## VACANCY

1. POSITION	
<b>Position title:</b>	Group Chief Operating Officer –Electronics
<b>Department:</b>	Head Office
<b>Reporting to:</b>	Group CEO
<b>Main purpose of the role:</b>	<p>The Group COO – Electronics (Executive Electronics) is responsible for the operational leadership, strategic alignment, and financial performance of the RF electronics-oriented subsidiaries within the Alaris Group.</p> <p>The role ensures that all RF electronics businesses operate in alignment with the Group strategy, product roadmap, and commercial objectives, while strengthening operational execution, management depth, and collaboration across the group.</p> <p>The Group COO – Electronics plays a key role in scaling the RF electronics pillar of the group, strengthening cooperation with the Antennas pillar, and ensuring the group operates as one integrated technology organisation.</p> <p>The incumbent must be willing to travel internationally at a minimum of twice every quarter. Applications from all areas in which the Alaris Group operates, will be considered.</p>
<b>Scope of Responsibility:</b>	<p>The Group COO – RF Electronics has oversight responsibility for the following subsidiaries within a matrix structure:</p> <ul style="list-style-type: none"> <li>• Alaris Linwave</li> <li>• Alaris Kuhne</li> </ul>
2. REQUIREMENTS	
<b>Education (essential):</b>	Business relevant degree or qualification e.g. Engineering or Finance, and/or business relevant experience.
<b>Additional Education (Advantageous):</b>	Honours / Masters in specified field or MBA
<b>Minimum applicable work experience (years):</b>	10+ years
<b>Language proficiency:</b>	English (Essential) Other European Language (Advantageous)
<b>Other Characteristics:</b>	<ul style="list-style-type: none"> <li>• Persistent and Tenacious</li> <li>• Direct but diplomatic</li> <li>• Decisive (without being Impulsive)</li> <li>• High ownership mentality</li> <li>• Entrepreneurial flair towards solving problems, with a good sense of business</li> <li>• Excellent oral and written communication skills with good interpersonal skills</li> <li>• Maintain high level of confidentiality and professional demeanour</li> <li>• Ability to adapt to change and work through difficult situations</li> <li>• Calm under pressure</li> <li>• Pragmatic &amp; results-orientated</li> <li>• Low ego, High Confidence</li> <li>• Naturally curious</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong emotional intelligence</li> <li>• Structured Thinker</li> <li>• Adaptable and flexible</li> <li>• Influential</li> <li>• Detail-orientated and Big-picture aware</li> <li>• Energy and drive</li> </ul>
<b>Core Competencies:</b>	<ul style="list-style-type: none"> <li>• Strategic leadership</li> <li>• Operational excellence</li> <li>• Financial management</li> <li>• Cross-company collaboration</li> <li>• Technology and product understanding</li> <li>• Stakeholder management</li> <li>• Organisational development</li> </ul>

### 3. KEY RESPONSIBILITIES

<b>Responsibilities</b>	<p><b>1. Operational Leadership</b></p> <ul style="list-style-type: none"> <li>• Provide operational oversight and leadership for the RF electronics subsidiaries</li> <li>• Ensure subsidiaries operate effectively, efficiently, and in alignment with group strategy.</li> <li>• Increase <b>management depth at group level</b>, supporting workload distribution and succession planning.</li> <li>• Support the subsidiaries' Managing Directors in achieving operational excellence.</li> </ul> <p><b>2. Financial Performance and Budget Management</b></p> <ul style="list-style-type: none"> <li>• Establish and manage, together with the subsidiary MD's to ensure delivery of annual budgets.</li> <li>• Work closely with the Group CFO and subsidiary MD's on: <ul style="list-style-type: none"> <li>○ Budgeting</li> <li>○ Financial planning</li> <li>○ Capital expenditure (CAPEX)</li> <li>○ Investment priorities</li> </ul> </li> <li>• Monitor financial performance and implement corrective actions where required.</li> </ul> <p><b>3. Strategy Development and Execution</b></p> <ul style="list-style-type: none"> <li>• Contribute to the development of the Group strategy.</li> <li>• Ensure subsidiary strategies align with the single unified Alaris Group strategy – customer centric through products – whilst consistently driving our product offerings up in the value chain.</li> <li>• Translate strategy into clear operational plans and execution frameworks.</li> <li>• Identify opportunities for growth, efficiency, and cross-group collaboration.</li> </ul> <p><b>4. Product and Technology Alignment</b></p> <ul style="list-style-type: none"> <li>• Work closely with the Group CTO and MD's to align product development with the group's technology roadmaps and crystallise the product types and their technological trajectory within each subsidiary.</li> <li>• Ensure that within the RF Electronics portfolio, there is a coherent picture of the product types, application areas and markets served as a</li> </ul>
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		<p>whole to avoid duplication of effort or inconsistent representation to our customers.</p> <ul style="list-style-type: none"> <li>• Ensure that RF electronics R&amp;D resources support and enhances antenna systems offerings across the group where feasible and beneficial for the Group.</li> <li>• Working in collaboration with the Group CTO and subsidiary technologists, enable modular, reusable RF building blocks that can be leveraged across multiple antenna systems platforms and/or sold as products in their own right, if possible.</li> <li>• Working in collaboration with the Group CTO, support innovation initiatives and technology funding applications where required and drive subsidiary acceptance.</li> </ul> <p><b>5. Cross-Group Collaboration</b></p> <ul style="list-style-type: none"> <li>• Drive collaboration between subsidiaries</li> <li>• Ensure that Alaris operates as one integrated group with a shared technology and business strategy.</li> <li>• Encourage cross-company engineering, product, and commercial cooperation.</li> </ul> <p><b>6. Market and Commercial Support</b></p> <ul style="list-style-type: none"> <li>• Work with the Group CCO and MD's on: <ul style="list-style-type: none"> <li>○ Cross-selling opportunities</li> <li>○ Large commercial opportunities involving multiple subsidiaries</li> <li>○ Sales opportunities requiring integrated product offerings</li> </ul> </li> <li>• Support strategic market positioning and business development initiatives.</li> </ul> <p><b>7. Governance and Board Participation</b></p> <ul style="list-style-type: none"> <li>• Represent the group at subsidiary board meetings twice per year.</li> <li>• Work with the Group CEO to ensure strong governance and alignment across subsidiaries.</li> <li>• Ensure authority matrices are reviewed and updated for both subsidiaries and head office.</li> </ul> <p><b>8. Group Governance and Structure</b></p> <ul style="list-style-type: none"> <li>• Ensure subsidiaries operate within clearly defined boundaries regarding: <ul style="list-style-type: none"> <li>○ Product scope</li> <li>○ Intellectual property ownership</li> <li>○ Licensing agreements</li> <li>○ Transfer pricing structures</li> </ul> </li> <li>• Maintain appropriate checks and balances within subsidiary operations.</li> </ul> <p><b>9. Global Operations and Risk Mitigation</b></p> <ul style="list-style-type: none"> <li>• Implement the “Local for Local” manufacturing, design and solutions finding strategy, including: <ul style="list-style-type: none"> <li>○ Strategic outsourcing</li> <li>○ Supply chain diversification</li> <li>○ Geopolitical and tariff risk mitigation</li> </ul> </li> </ul> <p><b>10. Leadership Development and Succession</b></p> <ul style="list-style-type: none"> <li>• Support succession planning within the subsidiaries.</li> <li>• Identify and develop leadership talent across the antenna businesses.</li> <li>• Strengthen organisational resilience and management continuity.</li> </ul>
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