

# ALARIS ANTENNAS (PTY) LTD

## ANNEXURE A:

## JOB PROFILE

1. POSITION	
Name & surname:	
Position title:	Chief Antenna Engineer
Department:	R&D
Reporting to:	Engineering Manager
2. REQUIREMENTS	
Minimum education (essential):	Masters (Engineering, Electronic)
Minimum education (suggested):	PhD Engineering (Electronic)
Minimum applicable work experience	10-12 years
Required nature of applicable experience:	<ul style="list-style-type: none"> <li>➤ Design experience in a broad range of antenna types and associated signal conditioning RF circuits (e.g. filters), with particular experience in the 1 MHz to 9 GHz frequency range.</li> <li>➤ Measurement experience in antennas and RF electronics</li> <li>➤ Liaising and reporting to customers and management on technical matters and technical aspects of product designs.</li> <li>➤ Experience with the V-model (PDR, CDR, FDR) of product development and the execution of projects in accordance with this model.</li> <li>➤ Conceptualising and architecting product solution concepts and communicating these within the company as well as to prospective customers.</li> <li>➤ Participating in proposal generation for new product requests.</li> <li>➤ Projecting resource requirements for technical aspects of product development projects.</li> <li>➤ Formulating, managing and executing qualification and acceptance testing of products (electrical, mechanical and environmental testing) for large scale projects.</li> <li>➤ Providing technical leadership and mentoring for medium sized technical teams.</li> <li>➤ Experience solving difficult technical problems and providing technical solutions covering a broad range of disciplines – electrical and mechanical – to assist in technical hurdle taking when project teams become stuck on problems.</li> </ul>
Computer literacy (essential):	<ul style="list-style-type: none"> <li>➤ MS Office (expert-level)</li> <li>➤ Matlab (expert-level)</li> <li>➤ FEKO or similar 3D CEM tools (expert-level)</li> </ul>
Computer literacy (suggested):	<ul style="list-style-type: none"> <li>➤ QUCS, Navision</li> </ul>
Language proficiency:	<ul style="list-style-type: none"> <li>➤ English</li> </ul>
Other Characteristics: Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> <li>➤ Very high levels of accountability and initiative</li> <li>➤ Very high levels of technical problem solving ability – must be prepared to attack a diversity of technical challenges with a high probability of success</li> <li>➤ High degree of professionalism especially in respect to client interaction</li> <li>➤ Excellent oral and written communication skills</li> <li>➤ Work well under pressure and adhere to deadlines</li> <li>➤ Must be prepared to work extended hours when project deadlines require it and to step in to solve problems on a variety of projects as the need arises</li> </ul>

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Antenna design	40%	<ul style="list-style-type: none"> <li>➤ Technical hurdle taking on electrical and mechanical design challenges</li> <li>➤ Conceptual design and architecting of antenna designs</li> <li>➤ Building of prototypes and testing</li> <li>➤ Optimization of design and detail design</li> </ul>

		<ul style="list-style-type: none"> <li>➤ Electrical testing and antenna measurements</li> <li>➤ Qualification of antenna products</li> <li>➤ Run and provide the technical authority in design reviews as well as provide guidance to design team</li> <li>➤ Final authority on antenna design issues</li> </ul>
<b>RF Product Development</b>	<b>20%</b>	<ul style="list-style-type: none"> <li>➤ Technical hurdle taking on RF-related design challenges</li> <li>➤ Conceptual design and architecting of RF circuits</li> <li>➤ RF circuit design (filters, switches, amplifiers)</li> <li>➤ Detailed RF design and documentation</li> <li>➤ Testing and qualification of RF designs</li> <li>➤ Specification of specific RF components</li> <li>➤ Product development project execution, as an electronic engineering resource</li> <li>➤ Run and provide the technical authority in design reviews as well as provide guidance to the design teams.</li> <li>➤ Final authority on RF design issues</li> </ul>
<b>Reporting and Writing</b>	<b>15%</b>	<ul style="list-style-type: none"> <li>➤ Technical report writing and presentations</li> <li>➤ Draft product specifications, testing procedures</li> <li>➤ Produce test reports</li> <li>➤ External customer communications</li> </ul>
<b>Sales dept support</b>	<b>20%</b>	<ul style="list-style-type: none"> <li>➤ Engage in client interaction and consultation during the early sales process to develop technically and strategically appropriate technical proposals in conjunction with Product Management, Project Office, and Sales.</li> <li>➤ Participate in customer visits, etc. to help contribute to sales (technical sales) and foster 'co-design' and 'design-in' and also for product support where necessary.</li> <li>➤ Participate in, facilitate and support technical communication, training with clients, lead technical interactions with clients (e.g. client visits to resolve technical issues/needs)</li> <li>➤ Drive architecture of new projects, technologies</li> <li>➤ Work with product management in providing strategic guidance behind new product proposals</li> <li>➤ Proposal development and writing</li> <li>➤ Cost and time estimation of new products</li> <li>➤ Support sales (analyses, measurement tasks, etc.)</li> </ul>
<b>Operations support</b>	<b>5%</b>	<ul style="list-style-type: none"> <li>➤ Step in to help resolve occasional technical problems in manufacturing operations.</li> </ul>
<b>Ad Hoc</b>	<b>%</b>	<ul style="list-style-type: none"> <li>➤ Perform any other duties as required by management</li> </ul>