

ALARIS ANTENNAS (PTY) LTD

ANNEXURE A:

JOB PROFILE

1. POSITION	
Name & surname:	
Position title:	Senior 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"> ➤ 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. ➤ Measurement experience in antennas and RF electronics ➤ Technical lead on large antenna or RF product developments ➤ Liaising and reporting to customers on technical matters and technical aspects of project progress. ➤ Experience with the V-model (PDR, CDR, FDR) of product development and the execution of projects in accordance with this model. ➤ Formulating, managing and executing qualification and acceptance testing of products (electrical, mechanical and environmental testing) for large scale projects. ➤ Managing small multi-disciplinary technical teams.
Computer literacy (essential):	<ul style="list-style-type: none"> ➤ MS Office (expert-level) ➤ Matlab (expert-level) ➤ FEKO or similar 3D CEM tools (expert-level)
Computer literacy (suggested):	<ul style="list-style-type: none"> ➤ QUCS
Language proficiency:	<ul style="list-style-type: none"> ➤ English
Other Characteristics: Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> ➤ High levels of initiative and accountability ➤ Excellent technical problem solving skills ➤ Logical thinker ➤ Self-driven ➤ Excellent oral and written communication skills ➤ Work well under pressure and adhere to deadlines ➤ Must be prepared to work extended hours when project deadlines require it

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Technical lead on Projects	40%	<ul style="list-style-type: none"> ➤ Part of the core project team. ➤ Assume responsibility for all technical elements of the project and cooperate with the project management team to ensure goals for the project are met. ➤ Accountability for technical success of project. ➤ Make the final decisions to resolve high-level / high impact engineering issues on project. ➤ Support the Project Office to achieve successful execution of projects, both by direct technical input and management of project resources to achieve technical goals. ➤ Participate in the definition and allocation of work packages ➤ Visits to customers for project related interaction

Antenna Product Development	30%	<ul style="list-style-type: none"> ➤ Conceptual design ➤ Building of prototypes and testing ➤ Optimization of design ➤ Detail design ➤ Electrical testing and antenna measurements ➤ Qualification of Antenna products
RF Product Development	15%	<ul style="list-style-type: none"> ➤ RF circuit design (filters, switches, amplifiers) ➤ Detailed RF design and documentation ➤ Testing and qualification of RF designs ➤ Specification of specific RF components ➤ Product development project execution, as an electronic engineering resource
Reporting and Writing	10%	<ul style="list-style-type: none"> ➤ Technical report writing and presentations ➤ Draft product specifications, manuals, testing procedures ➤ Produce test reports
Sales	5%	<ul style="list-style-type: none"> ➤ Participate in, facilitate and support technical communication, training with clients, technical interactions with clients (e.g. client visits to resolve technical issues/needs) ➤ Inputs on architecture of new projects, technologies ➤ Support sales (analyses, measurement tasks, etc.)
Ad Hoc	%	<ul style="list-style-type: none"> ➤ Perform any other duties as required by management