

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	
Name & surname:	
Position title:	Chief Technical Officer for Alaris Antennas
Department:	Management
Reporting to:	Group CTO & Alaris Antennas Managing Director
2. REQUIREMENTS	
Minimum education (essential):	"B.Eng. (E&E), M. Engineering design
Minimum education (suggested):	PhD Engineering (Electronic")
Minimum applicable work experience (years):	10-12 years
Required nature of applicable experience:	<p>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.</p> <p>Measurement experience in antennas and RF electronics</p> <p>Liaising and reporting to customers and management on technical matters and technical aspects of product designs.</p> <p>Experience with the V-model (PDR, CDR, FDR) of product development and the execution of projects in accordance with this model.</p> <p>Conceptualising and architecting product solution concepts and communicating these within the company as well as to prospective customers.</p> <p>Participating in proposal generation for new product requests.</p> <p>Projecting resource requirements for technical aspects of product development projects.</p> <p>Formulating, managing and executing qualification and acceptance testing of products (electrical, mechanical and environmental testing) for large scale projects.</p> <p>Providing technical leadership and mentoring for medium sized technical teams.</p> <p>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.</p>
Computer literacy (essential):	MS Excel (Expert) MS Word (Expert) MS PowerPoint(Expert) MATLAB (Expert) FEKO and Other EM SIM Tools(Expert)
Computer literacy (suggested):	QUCS, Navision
Language proficiency:	English
Other Characteristics:	➤ Excellent oral and written communication skills.

Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> ➤ Very high levels of accountability and initiative ➤ Very high levels of technical problem-solving ability – must be prepared to attack a diversity of technical challenges with a high probability of success ➤ High degree of professionalism especially in respect to client interaction ➤ 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 and to step in to solve problems on a variety of projects as the need arises
--	---

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
Technical	30%	<ul style="list-style-type: none"> ➤ Conducts research and case studies on leading edge technologies and makes determinations on the probability of implementation. ➤ Define the overarching design, analysis, and test and certification approach. ➤ Make the final decisions to resolve high-level / high impact engineering issues ➤ Provide technical ‘rescue’ of projects in danger due to technical challenges (hurdle taking). ➤ Support the Project Office to achieve successful execution of projects, both by direct technical input where needed, but also by fostering a technically competent, accountable and efficient R&D team.
Antenna design	10%	<ul style="list-style-type: none"> ➤ Technical hurdle taking on electrical and mechanical design challenges ➤ Conceptual design and architecting of antenna designs ➤ Building of prototypes and testing ➤ Optimization of design and detail design ➤ Electrical testing and antenna measurements ➤ Qualification of antenna products ➤ Run and provide the technical authority in design reviews as well as provide guidance to design team ➤ Final authority on antenna design issues
RF Product Development	10%	<ul style="list-style-type: none"> ➤ Technical hurdle taking on RF-related design challenges ➤ Conceptual design and architecting of RF circuits ➤ 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 ➤ Run and provide the technical authority in design reviews as well as provide guidance to the design teams. ➤ Final authority on RF design issues
Sales	10%	<ul style="list-style-type: none"> ➤ 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. ➤ Participate in customer visits, etc. to help contribute to sales (technical sales) and foster ‘co-design’ and ‘design-in’ ➤ Participate in, facilitate and support technical communication, training with clients, lead technical interactions with clients (e.g. client visits to resolve technical issues/needs)

		<ul style="list-style-type: none"> ➤ Drive architecture of new projects, technologies ➤ Work with product management in providing strategic guidance behind new product proposals ➤ Proposal development and writing ➤ Cost and time estimation of new products ➤ Support sales (analyses, measurement tasks, etc.)
Risk Management	10%	<ul style="list-style-type: none"> ➤ Participate in discussions on management level (C-Meeting, Exco, Price List) to specifically identify risks associated in all aspects of the business, such as, but not limited to sales, pricing, operations, projects, quality, arms control, competition, market, facilities and staff. ➤ Pro-actively engage in analysis of any operational aspects to guard against bad judgement calls and to identify areas of concern or possible inefficiency.
Strategic	20%	<ul style="list-style-type: none"> ➤ Establish the company's technical vision and leads all aspects of the company's technological development. ➤ Directs the company's strategic direction, development and future growth. ➤ Maintain product and technology roadmap ➤ Final responsibility for the definition of new products ➤ Effectively partner with the COO and other members of the executive team to balance and achieve company goals. ➤ Works in a consultative fashion with other department heads, such as marketing, production and operations as an advisor of technologies that may improve their efficiency and effectiveness. ➤ Motivates for new product development and technology development
Reporting and Writing	10%	<ul style="list-style-type: none"> ➤ Technical report writing and presentations ➤ Draft product specifications, testing procedures ➤ Produce test reports ➤ External customer communications
KPI Contract		<ul style="list-style-type: none"> ➤ TBC
Ad Hoc	%	<ul style="list-style-type: none"> ➤ Perform any other duties as required by management

Please note that your responsibilities may change according to company circumstances but that any such changes will be discussed with you prior to implementation. The employee understands that the scope of their duties may vary according to the exigencies of the company's business and the employee will be required to adapt and comply with reasonable changes thereof.

Employee Signature

Managers Signature

Date

Date