enatel

Position Description

Title: Engineering Manager

Location: Christchurch

Reporting to: General Manager

Direct Reports: 8

Total Reports: Approx. 30-35

Purpose of the role

The Engineering Manager is to provide leadership and continuous development of Enatel's engineering capability. In conjunction with their departmental managers the Engineering manager will drive research, new product development, product lifecycle support, and ensure that in doing so ensure the engineering resource is optimized and deployed effectively.

As part of the Senior Management Team, the Engineering Manager contributes to the development and execution of Company strategy, as well as the Company's annual and medium term business plans.

Scope of responsibility

While primary responsibility of the role is the leadership and effective management of the engineering resources at Enatel it is expected that this leader will contribute fully as a member of the senior leadership team to company strategy development and the annual plan, as well as their implementation.

The Engineering Manager is responsible for creating an environment that enables success in research, new product development, product lifecycle support, and the professional and personal development of team members. Within this environment the Engineering Manager will review and deploy best practices to ensure the efficient and effective operation of the function and ensure the retention and attraction of talented engineers and support personal.

Key Responsibilities will include:

- **Research**
  - Establish and environment of enquiry, innovation and continuous development
  - Ensure that, and in conjunction with product management, Enatel benchmarks its technologies against leading competitors and related applications of power electronics, energy management and energy storage.
  - Set the direction and scope of enquiry and discovery in order to tether it to Enatel's strategy and to maximise the return on investment
- **New Product Development**
  - Review and optimise Enatel's stage gated new product development process.
  - Ensure that Engineering is a prime participant in the specifying, scoping and final acceptance of new product development projects.
  - Oversee project management for NPD to ensure that projects remain on scope schedule and budget.
  - Preparing resource plans and project schedules for the development of new product lines and maintains system of budget and schedule control.
  - Preparing all R&D and Engineering related CAPEX requests.
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- **Product Lifecycle Support**
  - Working closely with Production to ensure "design for manufacturing" guidelines are met, and products are able to be efficiently, and reliably produced

- o Through close collaboration with product management, procurement and vendors ensure that components and materials are lifecycle monitored and Enatel is protected against unexpected phase outs.
- o Install and manage VA/VE quality improvement and cost out strategies for products over their lifecycle
- o In close collaboration with sales operations, product management, and manufacturing provide tier 3 technical product support
- **Engineering Resource Management**
  - o Optimise the cost, capability and quantity of "in house", contract, and outsourced engineering resource for all engineering sub disciplines (software, hardware, mechanical, project management and engineering support).
  - o Maintain time capture and reporting tools to measure performance against target for the application of engineering hours to projects, jobs, and research
  - o Align engineering resource requirement with the company strategic and annual plans and prepare Engineering plans as significant inputs to these.
  - o Recommending and implementing new policies, processes and procedures to enhance and advance the performance of the Engineering Department to maximize return on resources employed.
  - o Developing an environment innovation that allows engineers to strive, excel and deliver targets.
  - o Nurturing a culture of innovation, excellence and results.
  - o Ensuring compliance with company policies, global design and engineering standards, processes, vision and values.

Key Result Areas

Key Activity	Performance Criteria	Outcome
Business Strategy and Planning	• Contributes to the Company's strategic and business planning processes and ensures that strategies and business plans are consistent with the organisation's strategic objectives. • Annual business plans and budgets are prepared within agreed timelines.	• Engineering planning aligns with Company strategic goals and wider IDEAL corporate goals as appropriate.
Business Performance	• Provides Engineering operation expertise to the Company, Executive team and business units. • Develops tools and models to assist the business in making sound Engineering decisions. • Assure output, quality and on-time delivery performance consistent with customer needs and with business requirements. • Manage systems and processes that optimise productivity and ensure optimal return on assets. • Set and uphold high standards for operational excellence. Establish targets and track key metrics for the department's performance. • Identify and execute appropriate continuous measures and corrective actions for deficiencies. • Lead and manage strategic initiatives to achieve key functional, operational, and financial	• Efficient use of Engineering resources. • Ontime, in full, product delivery. • High quality product delivery. • Engineering costs managed appropriately.

Key Activity	Performance Criteria	Outcome
	objectives, and provide staff with a clear sense of direction and focus. • Manage effective systems of budget control, including capital, operating expenditures, and staffing costs, ensuring compliance with any company or IDEAL corporate policies. • Ensure compliance with safety regulations and policies to prevent injuries to workers.	
Risk Management	• Ensures an appropriate risk management framework in relation to Engineering is developed and implemented. • Safeguard the Company from legal action and protect the Company's professional reputation by proactively complying with all relevant statutory and legal requirements in each country Enatel operates in.	• Risk of product failure mitigated. • Product compliance on all products necessary timeframes and to required standard.
People Management	• Provides coaching, mentoring and development support to all direct reports and ensures that all employees within the Engineering team are similarly catered for. • Ensure that all the Engineering employees have the skills, understanding, capability and training required to perform in their roles. • Provides effective management and coaching to direct reports in accordance with internal people management processes and policies including establishing individual performance development plans with HR. • Recognises high performance and ensure poor performance is actively addressed through proper performance processes. • Establishes clear communication lines with employees and promotes a culture that is based on the Company's core values. • Hiring manager for Engineering talent acquisition/retention.	• There is a high performance culture in place. • Opportunities are identified, followed through and maximum value is extracted. • Excellence is recognised and issues are addressed.
Relationship Management	• Works collaboratively with members of management and Enatel staff. • Works with the IDEAL group regarding potential combined innovation projects, CAPEX, requirements and reporting.	• Overall company objectives supported.

Key Activity	Performance Criteria	Outcome
Health and Safety	• Ensures that the Engineering team complies with all Health and Safety requirements and that all Company health and safety policies are implemented.	• The health and safety of all employees is maintained.
Environmental	• Enatel holds Certification to ISO 14001:2015 Environmental Management System. (EMS) • Senior Managers have specific responsibilities to demonstrate leadership and commitment to the EMS. • Refer ISO 14001 Cl 5 for more information.	•
Other duties	• Completes any other tasks, projects or duties as required by Management from time to time.	

Leadership Competencies	Performance Criteria	Outcome
Building Effective Teams	• Created strong and effective team, fosters open dialogue, accountability and ownership of team and its members.	• Positive culture and high performing team, motivated and inspired.
Managing Vision and Purpose	• Communicates vision sense or purpose for team. Creates milestones and celebrates success.	• High level of team engagement and recognition
Drive for Results	• Shows accountability and ownership over goals, pushes self and others.	• Top performer consistently exceeding goals.
Priority Setting	• Focuses on critical objectives eliminate roadblocks.	• Key tasks completed on time, in full.
Customer Focus	• Customer relationships are made and maintained recognises and supports customer first culture.	• Customer expectations met and trust and confidence maintained.
Strategic Agility	• Take advantage of opportunities, adapt to change and mobilise team to support evolving business needs and competitive advantage.	• Captivities on innovation opportunities.

Relationships

External	Internal	Committees/Groups
• Existing Customers • Potential and new customers	• Executive Management team • Project teams • Sales	• Member of the Executive Management team

Person Specific:

	Essential	Desirable
Educational Qualifications	• Relevant Tertiary qualification.	• Relevant post graduate qualification.
Work Experience	• Minimum of 10+ years of Engineering experience in a manufacturing environment producing electronic and/or electro-mechanical products.	• Electronics field knowledge.
Business Skills	• Demonstrates extremely high levels of Engineering and business acumen. • Advanced knowledge of business and management principles (budgeting, strategic planning, resource allocation and human resources). • Strategic vision; adaptability and agility.	
People Leadership	• Able to build and continuously improve effective, high performing teams and skilled in effectively managing employment relationships. • Delivers results through effective delegation techniques and is seen as a mentor in the business. • Ability to effectively develop employees and monitor and enhance performance.	

	Essential	Desirable
Personal Skills	- Excellent interpersonal skills and the ability to build positive relationships with both internal and external stakeholders. - Working knowledge of safety, quality, productivity, inventory and HR processes. - Ability to create accountability and to lead by example. - Demonstrated ability to communicate, present and influence credibly and effectively. - Technical competence, including the ability to work with manufacturing engineering (ME) to identify and implement improvements in product designs and production methods for cost and manufacturability. - Solid analytical skills; able to resolve complex business problems (technical, product, service, process, operations and organizational) and identify priorities. - Able to identify key needs or gaps and provide leadership to close those gaps. - Capacity to deal with a peak workload and deadline pressure. - Able to inspire the confidence of the Executive team through own work output, leading of a professional team and ensuring expected results are delivered. - A can do attitude with tenacity and enthusiasm to take over the world!	