

## Position Description

**Position:** Mechanical and PCB – Team Lead

**Department:** Engineering

**Reports to:** Engineering Director

**Direct Reports:** 6

### Position purpose:

The Mechanical and PCB – Team Lead, owns the delivery, with their team, of worldclass mechanical and PCB product and component design. The Lead ensures that the requisite skills for mechanical and PCB design are nurtured and developed to support Enatel's critical product developments and support the existing portfolio. This role is tasked with supporting the Engineering team and the wider business to meet Enatel's strategic plans, to meet and exceed market trends, but critically to maintain a position of global technology leadership.

This role has a combination of leadership and practical hands-on development. The ratio of leadership to hands-on development should be proportional to the needs to the team, but it is expected that the manager can interact directly with their team at a deep technical level to progress developments in a timely manner, but also to make critical design decisions.

This role requires the incumbent to take an active and often leading role in surveying the landscape around global best practices around PCB design, and mechanical design and manufacturing processes for metal, plastic, composite and other materials.

The incumbent is accountable for the delivery of functional resources (people, tools, processes) in a timely manner and in accordance with business priorities.

The incumbent owns the quality of the work completed by members of the functional team and instigation of performance improvements where necessary.

The leader owns the cost of the processes, procedures and working systems that are in place, making continuous improvements as required to meet the changing needs of the business. They will ensure that the right resources with the right skills (including personal and team development) are allocated to the appropriate project in a timely manner.

### Key responsibilities:

- Working with Internal and External Customers
  - Fully understand the internal and external customer relationships and requirements.
  - Understand stakeholder needs and expectations and monitors for changes in stakeholder requirements.
  - Manage stakeholder expectations at all levels of the business.
- Leadership
  - Establishing direction - creates a vision, a purpose and strategy through technical and process innovation
  - Aligning people - communicates direction, influences others, and creates teams and coalitions to achieve business objectives. Develop a team which is fully integrated and respected by the rest of the organisation.

- Motivating and inspiring - energises team members and enables them to overcome barriers (political and bureaucratic) to change, focus on people. Create a high-performance focussed culture through personal leadership, teamwork, and the development of individual accountability for performance.
- Leading Change - leads the team through (often) dramatic change to products, programs, processes, and behaviours. Build a team that continuously challenges their own thoughts and ideas whilst also challenging each other's.
- Management
  - Planning and budgeting - utilise a range of techniques to create detailed plans / budgets, timetables, and resource allocation.
  - Organising and staffing - creates structure within a team and defines their roles, policies, procedures, and systems.
  - Controlling and problem solving - closely monitors team results, identifying any deviations. Organises solutions with the focus on tasks.
  - Predictability and order - focuses on incremental results.
  - Follow all manager People and Capability responsibilities as required by the business including but not limited to 1:1s, leave requests, disciplinary matters, performance management, training, H&S and compliance.
- Mechanical and PCB Design
  - Interpret and advise others on applicable material choices, material processing and sourcing options connected with new product development and current portfolio support.
  - Lead Enatel's approach to state-of-the-art PCB and mechanical design, modelling, and model based analysis.
  - Update the organisation around design knowledge as materials and material process capabilities change, through staying current with applicable industry knowledge and practices.
  - Initiate internal knowledge sharing or training sessions on design practices for other stakeholders within the Engineering team and wider business
  - Review and improve designs using data from multiple sources (e.g., RMA, production, and test yield etc.), ensuring all designs are up to date and aligned with the latest technologies.
  - Escalate issues and risks in a timely manner.
  - Work to plan and commit to schedule.
  - Support, modify, enhance, and maintain existing Enatel product designs including timely resolution of any Product Holds.

The Mechanical and PCB – Team Lead is a member of the Research and Development Team. As a member of this team, you are expected to take an interest and give significant input and advice into projects being worked on by other functional teams across engineering.

#### Other duties:

- Upholds the company values.
- Assist in the development of RFX responses which may include workshops, business case development, feasibility studies and presentations.
- Perform any other tasks as required by your Team Leader and/or the business.
- Contributes to the achievements of department goals and objectives.

#### Health & Safety:

- Ensuring all Health & Safety policies and rules are followed, with all tasks completed in a safety conscious manner.
- Working in conjunction with the area Health, Safety & Wellbeing Representative proactively identifying and taking action on hazards and participating in investigations as required.
- Maintaining a safe and clean working environment by complying with Enatel Policy and Procedures.
- Leads by example in all matters relating to Health & Safety.

## Environmental:

Enatel is committed to minimising the environmental impact of our operations and products.

- Ensuring Environmental policies and processes are followed.

## Key Relationships:

Internal	External
<ul style="list-style-type: none"> <li>• Senior Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> </ul>
<ul style="list-style-type: none"> <li>• Sales/Marketing team, Product Management</li> </ul>	<ul style="list-style-type: none"> <li>• Third party manufacturers &amp; other suppliers</li> </ul>
<ul style="list-style-type: none"> <li>• Project Management</li> </ul>	<ul style="list-style-type: none"> <li>• Contractors</li> </ul>
<ul style="list-style-type: none"> <li>• Other engineering teams including software, systems, test and compliance</li> </ul>	
<ul style="list-style-type: none"> <li>• Operations team including manufacturing, sourcing, logistics</li> </ul>	
<ul style="list-style-type: none"> <li>• Finance team</li> </ul>	
<ul style="list-style-type: none"> <li>• Other Enatel departments as required</li> </ul>	

	Essential	Desirable
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• <b>Business Acumen</b> – Knows how businesses work. Is knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organisation.</li> <li>• <b>Action oriented</b> - enjoys working hard and is full of energy for the things he/she sees as challenging.</li> <li>• <b>Motivating Others</b> – Creates a climate in which people want to do their best. Is someone people like working for and with.</li> <li>• <b>Customer Focus</b> – Is dedicated to meeting the expectations and requirements of internal and external customers. Establishes and maintains effective relationships with customers and gains their trust and respect.</li> <li>• <b>Organising and Planning</b> - uses resources effectively and efficiently. Accurately scopes out length and difficulty of tasks and projects. Sets objectives and goals.</li> <li>• <b>Process Management</b> – good at figuring out the processes necessary to get things done. Can simplify complex processes.</li> <li>• <b>Integrity and Trust</b> – is seen as a direct, truthful individual; is widely trusted.</li> <li>• <b>Ethics &amp; Values</b> - Has an appropriate and effective set of core values and beliefs, and acts in line with those values at all times.</li> <li>• <b>Functional/Technical Skills</b> - has the functional and technical knowledge and skills to do the job at a high level of accomplishment.</li> </ul>	

	<ul style="list-style-type: none"> <li>• <b>Process Management</b> – good at figuring out the processes necessary to get things done. Can simplify complex processes.</li> <li>• <b>Learning Agility</b> - the ability to learn quickly in a new environment.</li> <li>• <b>Problem Solving</b> – looks for opportunities to resolve issues and solve problems. Learns quickly when facing new problems.</li> </ul>	
<p><b>Skills, Experience &amp; Knowledge</b></p>	<p>7+ years proven experience in PCB and/or electromechanical design.</p> <p>Experience in scheduling staff across multiple activities, managing schedules and budgets.</p> <p>Competency, supported by knowledge and experience in the following:</p> <ul style="list-style-type: none"> <li>• Designing PCBs that have been delivered to customers on time, to budget and to the required quality standards (includes scope).</li> <li>• Electrical schematic and PCB development, design rule regimes including creepage and clearance, thermal assessment, component selection and management, BOM creation and project management techniques.</li> <li>• Proven deep design experience with SolidWorks or similar design package.</li> <li>• Proven design experience with Altium or similar design package.</li> <li>• A solid understanding of design for EMC and design for manufacture.</li> <li>• Design for safety compliance, especially UL and EU standards.</li> <li>• Agile development tools and techniques including scrum and Kanban.</li> <li>• Configuration management and change control.</li> </ul> <p>Ability to support a project from significant uncertainty in the early discovery phases through product launch.</p>	<p>Proven experience in leading cross functional teams and developing team capability.</p> <ul style="list-style-type: none"> <li>• Experience in SolidWorks configuration and maintenance.</li> <li>• Experience using SolidWorks PDM.</li> <li>• Experience in Altium configuration and maintenance.</li> <li>• Experience using Concord Pro.</li> <li>• An understanding of differing SMPS topologies, and SMPS design preferred.</li> <li>• A working understanding of national and international regulatory frameworks including UL, RCM, CE, CEC, FCC and CB as well European directives (low-voltage, EMC, RED).</li> <li>• Configuration management and change control.</li> <li>• Electronics design, including the ability to understand and navigate electrical schematics.</li> <li>• Various project management techniques.</li> <li>•</li> </ul> <p>Analytical mind with problem-solving aptitude.</p> <p>Ability to work independently. Excellent organizational and leadership skills.</p>

	Strong commercial and business acumen. Good financial, reporting, and quantitative skills.	
<b>Qualification / Licenses</b>	Degree in electrical / electronic engineering, mechanical engineering or equivalent vocational training.	Membership of a relevant industry body (e.g., IEEE)