

## Position Description

**Position:** Software Development Team Lead

**Department:** Engineering

**Reports to:** Director of Engineering

**Direct Reports:** 5

<b>Role Purpose</b>	<p>As the Team Lead for Enatel's product software development, you are accountable for the delivery of functional resources (people, tools, processes) in a timely manner and in accordance with business priorities. You are accountable for the quality, cost, speed and timeliness of work delivered by the functional team, while actively driving continuous improvement..</p> <p>You will ensure that the appropriate resources, equipped with the necessary skills and supported through individual and team development, are assigned to the right projects in a timely manner. You provide technical expertise to projects and advice on the differing technologies that could be employed to create innovative solutions, to build commonality and loyalty across multiple projects.</p> <p>This role leads the development of our embedded Linux products, related peripheral products, data acquisition and reporting platforms, together with development initiatives from a pure R&amp;D perspective.</p>
<b>Key Success Outcomes</b>	<ul style="list-style-type: none"><li>• Build strong relationships with internal and external stakeholders by understanding their needs and effectively managing expectations.</li><li>• Develop and communicate a clear technical vision that aligns with business strategy and drives innovation.</li><li>• Create a high-performing, collaborative team culture by motivating others and fostering accountability and continuous improvement.</li><li>• Lead the team through change by encouraging adaptability, innovation, and open-mindedness.</li><li>• Deliver accurate planning and resource management through effective budgeting, scheduling, and prioritisation.</li><li>• Maintain high-quality product design and architecture that is innovative, reliable, manufacturable, and cost-effective.</li><li>• A continuous focus on innovation, challenging the norms in s/w design, and improving all elements of work through automation.</li><li>• Enable informed data-driven decision making by leveraging accurate, timely, and relevant data to achieve better outcomes.<ul style="list-style-type: none"><li>o Identify, prioritise, and execute tasks across the entire development life cycle from requirements capture to design integration, verification, and customer validation.</li><li>o Resolve product issues efficiently, supporting ongoing maintenance and continuous improvement of existing designs.</li></ul></li><li>• Actively contribute to cross-functional R&amp;D projects, offering input beyond your immediate team to support wider business innovation.</li></ul>

<b>Key Internal Relationships</b>	<ul style="list-style-type: none"> <li>• Senior Leadership Team</li> <li>• Engineering Operations Lead</li> <li>• Sales/Marketing Team, Product Management</li> <li>• Project Management</li> <li>• Other engineering teams including Hardware, PCB/Mechanical and Systems</li> <li>• Operations Team including Manufacturing, Sourcing, Logistics</li> <li>• Finance Team</li> <li>• Other Enatel departments as required</li> </ul>
<b>Key External Relationships</b>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Third party manufacturers &amp; other suppliers</li> <li>• Contractors</li> </ul>

## Key Requirements

<b>Accountability Area</b>	<b>Desired Outcome/Achievement Indicators</b>
<b>Working with Internal and External Customers</b>	<ul style="list-style-type: none"> <li>○ Full understanding of the internal and external customer relationships and requirements.</li> <li>○ Understands stakeholder needs and expectations and monitor for changes in stakeholder requirements.</li> <li>• Manage stakeholder expectations at all levels of the business.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>○ Establishing direction by driving outcomes aligned to the business strategy through technical and process innovation.</li> <li>○ Proactively use performance data to analyse team results to identify opportunities for adjustment to cost, speed, timeliness and quality of developments.</li> <li>○ Aligning people - communicates direction, influences others, creates teams and collaborates cross functionally to achieve business objectives. Develop a team which is fully integrated and respected by the rest of the organisation.</li> <li>○ Motivating and inspiring - energises team members and enables them to overcome barriers to change.</li> <li>○ Create a high-performance, focussed culture through personal leadership, teamwork, and high quality 1:1's focused on the development of individual accountability for performance.</li> <li>○ Leading Change - leads the team through change to products, programs, processes, and behaviours. Build a team that continuously challenges their own thoughts and ideas whilst also challenging each other's</li> <li>○ Planning and budgeting - utilise a range of techniques to create detailed plans / budgets, timetables, and resource allocation.</li> <li>○ Predictability and order - focuses on incremental results</li> </ul>

<b>Product Design, Verification, and Ongoing Support</b>	<ul style="list-style-type: none"> <li>• Determine feasibility by evaluating analysis, problem definitions, requirements, and alternative solutions.</li> <li>• Develop and maintain high quality designs and architecture across multiple products and product families, including product functionality, reliability, design for manufacture, test &amp; compliance, ease of use and maintainability.</li> <li>• Identify, prioritise, and execute tasks across the entire development life cycle from requirements capture to design integration, verification, and customer validation.</li> <li>• Develop and maintain cost-effective solutions by producing clean, efficient designs.</li> <li>• 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.</li> <li>• Escalate issues and risks in a timely manner.</li> <li>• Work to plan and commit to schedule.</li> <li>• Support, modify, enhance, and maintain existing Enatel product designs including timely resolution of any Product Holds.</li> </ul>
<b>Research and Development</b>	<ul style="list-style-type: none"> <li>o The Team Lead – Software Development is a member of the Research and Development Team. As a member of this team, you are expected to take an interest in and give significant input and advice into projects being worked on by other functional teams across engineering.</li> </ul>

## 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.
- 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.

## Person Specification:

	Essential	Desirable
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<b>Competencies</b>	<p><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.</p> <p><b>Action oriented</b> - demonstrates a strong work ethic and brings high energy to tackling challenges.</p> <p><b>Communication</b> – active listener who communicates with clarity, purpose and empathy ensuring alignment through transparent and timely information sharing.</p> <p><b>Motivating Others</b> – Creates a climate in which people want to do their best. Is someone people like working for and with.</p> <p><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.</p> <p><b>Organising and Planning</b> - uses resources effectively and efficiently. Accurately scopes out length and difficulty of tasks and projects. Sets objectives and goals.</p> <p><b>Process Management</b> – skilled at identifying and designing effective workflows to achieve results efficiently; adept at simplifying complex processes to enhance clarity and execution.</p> <p><b>Integrity and Trust</b> – leads with honesty and transparency, fostering a culture of accountability and respect. Earns the trust of others through consistent, ethical behavior and principled decision-making.</p> <p><b>Values</b> - consistently demonstrates a strong and authentic set of core values and beliefs, aligning actions and decisions with those principles to inspire trust and set a positive example for others.</p> <p><b>Functional/Technical Skills</b> - has the functional and technical knowledge and skills to execute the role to a high level. .</p> <p><b>Learning Agility</b> -demonstrates the ability to quickly grasp new concepts, adapt to unfamiliar environments, and apply knowledge effectively to drive results in dynamic situations..</p> <p><b>Problem Solving</b> – looks for opportunities to resolve issues and solve problems proactively.</p>
<b>Skills, Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Safety-First approach.</li> <li>• 7+ years proven experience in embedded software development or closely aligned domain.</li> <li>• Experience in scheduling staff across multiple activities, managing schedules and budgets.</li> <li>• Full competency, supported by knowledge and experience in the following:             <ul style="list-style-type: none"> <li>○ Designing and building software systems that have been delivered to customers on time, to budget and to the required quality standards (includes scope).</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Software development, scripting, and project management techniques.</li> <li>○ Software monitoring tools and automated testing frameworks.</li> <li>○ Selected programming languages (C, C++, LUA, Python) and the Angular platform.</li> <li>○ Various embedded operating systems including Linux and freeRTOS.</li> <li>○ Agile development tools and techniques including DevOps, continuous integration / continuous deployment, scrum, and Kanban.</li> <li>○ Source control, including configuration management and change control.</li> <li>○ Electronics design, including the ability to understand and navigate electrical schematics.</li> </ul> <ul style="list-style-type: none"> <li>• Ability to take a project from significant uncertainty in the early discovery phases through product launch.</li> <li>• Strong commercial and business acumen. Good financial, reporting, and quantitative skills.</li> <li>• Analytical mind with problem-solving aptitude.</li> <li>• Ability to work independently.</li> <li>• Excellent organizational and leadership skills.</li> <li>• Proven experience in leading functional teams and developing team capability.</li> <li>• Embedded device security.</li> <li>• Cloud development.</li> </ul>	
<b>Qualification / Licenses</b>	Degree in electrical / electronic engineering, software engineering or equivalent vocational training.	Membership of a relevant industry body (e.g., IEEE).