enatel®

Position Description

Position: Test Engineer
Department: Engineering
Reports to: Verification Software Engineer Lead
Direct Reports: None

Role Purpose	As a Test Engineer at Enatel, you are a key member of the Engineering team. You will be involved in the planning, development, and execution of test and verification strategies across software test and product verification. This includes defining specifications, validating integrated software-hardware systems, and driving robust, scalable, and automated testing processes. Collaborating closely with engineering, sales, and project teams, you'll ensure Enatel's products meet stringent functionality, reliability, and standards. Your hands on technical experience, combined with business acumen will enable you to manage verification projects effectively. You'll work closely with development teams and project managers to navigate technical complexity, delivery timelines and interdependencies, while proactively managing stakeholder expectations.
Key Success Outcomes	• Build and maintain strong relationships with internal and external stakeholders, ensuring requirements are understood, aligned, and managed effectively throughout the product lifecycle. • Deliver comprehensive test plans, specifications, and automated/manual procedures aligned with development strategies, ensuring product reliability, functionality, and maintainability. • Achieve and maintain a superior level of product quality, meeting customer expectations with low field failure rates and strict adherence to quality control measures. • Continuously improve product development and testing processes, ensuring alignment with best practices and standards across all phases of the design lifecycle. • Proactively identify, prioritise, and mitigate risks, escalating issues promptly to minimize impact on timelines and deliverables. . • Drive operational efficiency through process improvements and tool optimisation that deliver measurable productivity gains. • Actively participate in team projects and validation processes, leveraging expertise to support the development and testing of electromechanical and software products. • Implement automation and develop advanced tools for testing and validation, contributing to efficiency and accuracy in verification processes.
Key Internal Relationships	• Engineering • Sales/Marketing team, Product Management • Operations team including manufacturing, supply chain and warehouse • Quality • Other Enatel departments as required

Key External Relationships	
	• Customers
	• Distributors
	• External Contractors
	• Testing Service Providers
	• Industrial Test Site Coordinators

Key Requirements

Accountability Area	Desired Outcome/Achievement Indicators
Working with Internal and External Customers	• Build a deep understanding of customer relationships and requirements, both internal and external. • Anticipate and respond to evolving stakeholder needs, ensuring alignment with changing priorities. • Proactively manage expectations across all levels of the business to maintain trust and transparency. • Operate confidently in a user story-driven environment, focusing on delivering measurable outcomes.
Product Design, Verification and Ongoing Support	• Translate user needs into actionable requirements by aligning with stakeholders, analysing system flows and integrations, and identifying process improvements. • Develop and maintain rigorous verification procedures across multiple products, ensuring functionality, reliability, usability, and maintainability. • Drive tasks throughout the development lifecycle, from requirements capture to design integration, with a strong focus on verification and customer validation. • Develop comprehensive test specifications and plans aligned with product development and test strategies, incorporating both manual and automated approaches. • Produce clear, accurate test and validation reports for software qualification, product, and integration testing. • Implement automation through tools and scripting to improve efficiency where appropriate. • Escalate issues and risks promptly to minimise impact on delivery. • Review and validate documentation to ensure accuracy and compliance with quality standards.
Design Lifecycle Management	• Adhere to product development processes, test plans, strategies, tools, and standards while driving continuous improvement throughout the design lifecycle. • Enhance and refine quality control processes, including compliance standards, peer review, testing and integration processes, to ensure consistent excellence.

Quality and Productivity	• Ensure products meet exceptional quality standards that exceed customer expectations. From initial design through to field performance, by enforcing rigorous testing and quality controls at every stage. • Drive productivity improvements by identifying gaps and recommending enhancements in tools, training, processes and reporting.

Other duties:

- Upholds the company values.
- 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
Competencies	**Functional/Technical Skills** - has the functional and technical knowledge and skills to do the job at a high level of accomplishment. **Action Orientated** - enjoys working hard and is full of energy for the things they see as challenging. **Process Management** – good at figuring out the processes necessary to get things done. Can simplify complex processes. **Learning Agility** - the ability to learn quickly in a new environment. **Problem Solving** – looks for opportunities to resolve issues and solve problems. Learns quickly when facing new problems. **Integrity and Trust** – is seen as a direct, truthful individual and is widely trusted. **Ethics & Values** - Has an appropriate and effective set of core values and beliefs and acts in line with those values at all times.	

Skills, Experience & Knowledge	• Champions a safety-First mindset, consistently prioritising risk awareness and safe practices in all tasks and decisions. • 3+ year's experience in a related function, supported by a strong technical background. • Process knowledge including quality, NPI and development. • Experience with programming languages (i.e. Python, LabView)l.Excellent analytical and problem-solving skills, combined with the ability to provide quick resolution to problems. • Excellent verbal and written communication skills, including the ability to clearly report defects and perform root cause analysis. • Value teamwork, embrace collaboration and take initiative to drive results. • Ability to quickly adapt to and implement new productivity tools and processes in a dynamic, fast-growing environment. • Understanding of software development processes and basic networking. Knowledge about Compliance (UL, CE, RCM, RoHS). • Excellent communication for defect reporting and root cause analysis.	• Programming language/framework (e.g. TestStand, Zephyr, Robot, Selenium) • Strong electrical aptitude is preferred. • Knowledge about Power conversion system would be an advantage.
Qualification / Licenses	• Tertiary qualification in software or hardware engineering, or similar.	• Membership in a relevant professional body (e.g., IEEE) is an advantage.