

Position Description

Position: Associate Systems Engineer

Department: Engineering

Reports to: Systems Engineer Team Leader

Direct Reports: None

<p>Role Purpose</p>	<p>As an Associate Systems Engineer, you will utilise your technical qualifications, your understanding of the theory and your appreciation of the practical application to support the development of Enatel’s existing and new products. You will be enthusiastic, quick to learn and inquisitive.</p>
<p>Key Success Outcomes</p>	<ul style="list-style-type: none"> • Maintain effective communication and build trust with both internal and external stakeholders, ensuring their requirements and expectations are consistently met or exceeded. • Deliver systems and processes that align with user needs, improve workflow efficiency, and solve identified problems effectively. • Produce innovative, reliable, and maintainable designs that meet product functionality, compliance, and ease-of-use standards across product families. • Proactively enhance designs based on data analysis (e.g., test yields, RMA feedback) and integrate the latest technologies into solutions. • Deliver designs that are clean, efficient, and optimized for cost without compromising quality or performance. • Identify, escalate, and mitigate risks and issues promptly to minimize project delays or operational impact. • Ensure compliance with all relevant development processes, tools, and standards while driving improvements across the design lifecycle. • Consistently meet project deadlines and commitments, ensuring alignment with broader organizational goals and schedules. • Provide timely and effective modifications, enhancements, and resolutions for existing product designs to meet evolving needs. • Actively engage with team projects, sharing insights, providing support, and fostering a collaborative innovation culture within the Research and Development Team.
<p>Key Internal Relationships</p>	<ul style="list-style-type: none"> • Sales/Marketing team, Product Management • Project Management • Engineering teams including Engineering Services, CAD Services, Power Management and Power Conversion and Energy Storage. • Operations team including manufacturing, sourcing, logistics. • Other Enatel departments as required.
<p>Key External Relationships</p>	<ul style="list-style-type: none"> • Customers • Third party manufacturers & other suppliers • Contractors

Key Requirements

Accountability Area	Desired Outcome/Achievement Indicators
Working with Internal and External Customers	<ul style="list-style-type: none"> Fully understand the internal and external customer relationships and requirements. Understands stakeholder needs and expectations and monitors for changes in stakeholder requirements. Manage stakeholder expectations at all levels of the business.
Product Design, Verification and Ongoing Support	<ul style="list-style-type: none"> Understand user needs, align with different stakeholders, study systems flow and integration, define required work processes, and investigate any problem areas. Develop and maintain high quality designs and architecture across multiple products and product families, including product functionality, reliability, design for manufacture, test & compliance, ease of use and maintainability. Develop and maintain cost-effective solutions by producing clean, efficient designs. 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.
Design Lifecycle Management	<ul style="list-style-type: none"> Conform to systems development processes, tools, and standards (including design, documentation, environment, change and configuration management standards) while continuously improving on them throughout the entire design lifecycle.
Research and Development	<ul style="list-style-type: none"> The Associate Systems Engineer is a member of the Research and Development Team. As a member of this team, you are expected to take an interest in projects being worked on by other members of the team.

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	<p>Functional/Technical Skills - has the functional and technical knowledge and skills to do the job at a high level of accomplishment.</p> <p>Action orientated - enjoys working hard and is full of energy for the things he/she sees as challenging.</p> <p>Process Management – good at figuring out the processes necessary to get things done. Can simplify complex processes.</p> <p>Learning Agility - the ability to learn quickly in a new environment.</p> <p>Problem Solving – looks for opportunities to resolve issues and solve problems. Learns quickly when facing new problems.</p> <p>Integrity and Trust – is seen as a direct, truthful individual; is widely trusted.</p> <p>Ethics & Values - Has an appropriate and effective set of core values and beliefs, and acts in line with those values at all times.</p>	
Skills, Experience & Knowledge	<p>Basic knowledge through technical qualifications and limited experience in the following, some of which may be performed under supervision:</p> <ul style="list-style-type: none"> • Designing and building systems that have been delivered to customers on time, to budget and to the required quality standards (includes scope). • Systems development, scripting, and project management techniques. • Systems monitoring tools and automated testing frameworks. • Selected programming languages (LUA, Python) for system configuration. • Agile development tools and techniques including scrum and Kanban. • Configuration management and change control. • Electronics design, including the ability to understand and navigate electrical schematics. 	<p>Experience using SolidWorks or similar CAD packages.</p> <p>Experience using MS Visio.</p>

	<p>Analytical mind with problem-solving aptitude.</p> <p>Excellent organizational skills.</p>	
<p>Qualification / Licenses</p>	<p>Degree in electrical / electronic engineering, mechatronics, software engineering or equivalent vocational training.</p>	<p>Membership of a relevant industry body (e.g., IEEE)</p>