

Position Description

Position: Intermediate Mechanical Engineer

Department: Engineering

Reports to: Mechanical and PCB Team Leader

Direct Reports: None

<p>Role Purpose</p>	<p>As an Intermediate Mechanical Engineer, you will leverage your excellent level of practical, hands-on experience to complete complicated and tightly coupled tasks that require analysis. You can get on with the job unaided but may require some additional support for tasks needing specialised skills or advanced analysis.</p>
<p>Key Success Outcomes</p>	<ul style="list-style-type: none"> • Stakeholder needs and expectations are consistently understood, monitored, and managed to ensure satisfaction across all levels of the business. • User needs, systems integration, and workflows are clearly defined, ensuring feasibility and alignment with business objectives. • Designs across all products are reliable, cost-effective, and up to date with the latest technologies, meeting functional, manufacturing, and compliance standards. • Tasks are prioritised and executed effectively from concept to customer validation, delivering projects on schedule and within scope. • Regularly review and enhance designs using data-driven insights to improve performance, reliability, and user satisfaction. • Proactively identify and escalate issues and risks, ensuring minimal disruption to project timelines and quality. • Existing products are supported, modified, and maintained with timely resolutions for any issues, ensuring ongoing customer satisfaction. • Mechanical development processes, documentation, and configuration management standards are consistently followed and improved. • Actively participate and provide valuable input in team projects, fostering innovation and collective success. • Continuously refine and uphold quality control measures, including peer reviews, testing, and integration processes, ensuring high standards throughout the lifecycle.
<p>Key Internal Relationships</p>	<ul style="list-style-type: none"> • Sales/Marketing team, Product Management • Project Management • Engineering teams including Systems Engineering, PCB Design, Hardware Engineering, Compliance Engineering. • 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	<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. • Determine feasibility by evaluating analysis, problem definitions, requirements, and alternative solutions. • 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. • Identify, prioritise, and execute tasks across the entire development life cycle from requirements capture to design integration, verification, and customer validation. • Develop cost-effective new products by producing clean, efficient mechanical 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 mechanical development processes, tools, and standards (including design, environment, change and configuration management standards) while continuously improving on them throughout the entire design lifecycle. • Continually improve and review quality control processes, including relevant standards, peer review process, testing, and integration processes.
Research and Development	<ul style="list-style-type: none"> • The Intermediate Mechanical Engineer is a member of the Research and Development Team. As a member of this team, you are expected to take an interest and give input and advice into 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	<ul style="list-style-type: none"> • 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 he/she sees 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; 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	<p>3+ years proven experience in mechanical development of electronic products and associated systems.</p> <p>Demonstrated competency, supported by knowledge and experience in the following:</p> <ul style="list-style-type: none"> • Designing and building mechanical systems that have been delivered to customers on time, to budget and to the required quality standards (includes scope). • Mechanical development, structural and thermal FEA, sheet metal or plastic design, surface modelling and project management techniques. 	<p>Experience in SolidWorks configuration and maintenance.</p> <p>Experience using SolidWorks PDM.</p> <p>Experience in design for EMC</p> <p>Experience in gated product development lifecycles</p> <p>Design for Plastic Injection Moulding</p>

	<ul style="list-style-type: none"> • SolidWorks or similar CAD package. • Design for Manufacture (DFM), Design for Assembly (DFA). • Rapid prototyping, including 3D printing and similar techniques. • Agile development tools and techniques including scrum and Kanban. • Configuration management and change control. • Electronics enclosure design, including the ability to understand compliance requirements. <p>Ability to take a project from some uncertainty in the early discovery phases through product launch.</p> <p>Good commercial and business acumen.</p> <p>Analytical mind with problem-solving aptitude.</p> <p>Ability to work independently.</p> <p>Excellent organizational skills.</p>	
Qualification / Licenses	Degree in mechatronics, mechanical engineering, or equivalent vocational training.	Membership of a relevant industry body (e.g., IMechE, MEG)