

**Engineering Manager  
Permanent  
Research and Development  
Midrand**

**Tellumat Integrated Solutions** provides full turnkey telecommunication solutions across the fixed-line and mobile telecoms, rail and mining, commercial and industrial, and government and defence industries. Part of the Tellumat Group – leaders in electronic technology in the telecommunications, defence, transport and energy industries, it aims to diversify Tellumat's value proposition by offering customers end-to-end solutions covering network design and engineering, project management, site implementation, fibre reticulation and managed services.

**Minimum Requirements**

- Minimum 8 years working experience in the Telecommunications or related industry.
- BSc Engineering (Mechatronics/ Mechanical or Electrical)
- Masters in Engineering Management, or post-graduate Management courses would be advantageous.
- Knowledge of Single Modular, Cabinet Design, High Security Shelter Design, Environmental Control, Cooling Solutions, Product Design, Power Management Solutions.
- Must be able to communicate at Exco level.

**Competencies/Skills**

**Functional**

- Strong knowledge of mechanical, electronic and embedded software design for the telecommunications industry.
- Strong project management and organisational skills.
- Co-ordinating development with 3rd parties.
- Strong communications skills with the ability to work in a team-based setting.
- Keeps the Engineering team well informed of changes within the organization and general corporate news.
- Resolves and/or escalates issues in a timely fashion.
- Understands how to communicate difficult/sensitive information tactfully.
- Demonstrated ability to lead and manage a team of engineers.
- Good mentorship and coaching skills.
- Strong Computer skills (MS Word, Excel, PowerPoint, Outlook, Internet).
- Understanding of manufacturing and assembly processes.
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**Behavioural**

- Attention to detail
- Can facilitate effective team interaction.
- Creative and forward thinking
- Leadership
- Professional maturity & integrity

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Tellumat Integrated Solutions (Pty) Ltd. Registration number: 2002/001640/07 Directors: A.F. Connold, G.C.A. Meyer, M Sibisi

- Positive outlook
- Good communicator, written and verbal
- Natural teacher and mentor
- Process oriented
- Deadline driven
- Self-motivated
- Ability to work individually and in a team.
- Customer focussed

**Key responsibilities include *inter alia* – KPA’s**

*(Internal and External factors which influence the work environment, taking future conditions and strategic requirements into account)*

- Telecommunications industry
- Technology changes
- Competitive environment
- Customer focus

**Customers**

*(External or internal individuals or groups to whom products, services, programmes and information must be provided)*

- TIS Executive team
- Sales and Marketing
- Product Management
- Quality Assurance
- Production
- Engineering team

**Outputs**

*(Products, services, programs and information which the individual must provide to external individuals or groups, or one another to accomplish the organization’s mission and strategy)*

- Improve and refine the product development process, in collaboration with the Product Manager.
- Produce component specifications, designs and drawings in sufficient detail to build a prototype.
- Produce product manufacturing and assembly documentation in sufficient detail to enable full scale production.
- Apply TIS quality standards during the development of new products.
- Comply with TIS policies and procedures.
- Implement testing best practices during new product development.
- Participate in defect review meetings.
- Accountable for defect identification, isolation and resolution.

- Provide capacity for deployed product support and maintenance.
- Perform full lifecycle product development (design, develop, test prototypes, manufacture and implement), by applying the company's product development methodology (PDI)
- Design systems and components to meet defined product requirements.
- Evaluate final product's overall performance, reliability and safety
- Alter and modify product designs to meet requirements and to eliminate defects.
- Estimate project budgets and scope.
- Present feasibility of new products to the Product Acceptance Committee (PAC)
- Provision of tools, processes, documentation, data sheets, drawings and product updates for Sales and Marketing.
- Conduct engineering staff recruitment, job description definition, performance reviews, disciplinary procedures, training and probationary reviews.
- Manage the Engineering department budget.
- Ensure project goals and objectives are achieved.
- Analyse technology, resource needs, and market demand.
- Direct, review, and approve product design and changes.
- Contribute to preparation of tender responses and contracts.
- Develop and implement policies, standards and procedures for engineering work performed in the department.
- Perform administrative functions such as reviewing and writing reports, approving expenditures, enforcing rules, and making decisions about the purchase of materials or services for the Engineering Department.
- Contribute to presentation of proposals, reports, and findings to clients.
- Maintain professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.

Should you meet the requirements and wish to be considered an applicant for this position, please apply online or email a comprehensive CV to Alicia Pillay email [apillay@tellumat.com](mailto:apillay@tellumat.com) by no later than 22 September 2017

**Correspondence will only be with short-listed candidates.**

**Employment Equity will be considered when making the appointment.**