

# ALARIS ANTENNAS (PTY) LTD

## ANNEXURE A:

## JOB PROFILE

1. POSITION	
Name & surname:	
Position title:	Senior Antenna Engineer
Department:	R&D
Reporting to:	Engineering Manager
2. REQUIREMENTS	
Minimum education (essential):	BEng Hons (Electronic engineer)
Minimum education (suggested):	Masters (Engineering, Electronic), PhD Engineering
Minimum applicable work experience	8 years
Required nature of applicable experience:	<ul style="list-style-type: none"> <li>➤ Design experience in a broad range of antenna types and associated signal conditioning RF circuits (e.g. filters), with particular experience in the 1 MHz to 9 GHz frequency range.</li> <li>➤ Measurement experience in antennas and RF electronics</li> <li>➤ Technical lead on large antenna or RF product developments</li> <li>➤ Liaising and reporting to customers on technical matters and technical aspects of project progress.</li> <li>➤ Experience with the V-model (PDR, CDR, FDR) of product development and the execution of projects in accordance with this model.</li> <li>➤ Formulating, managing and executing qualification and acceptance testing of products (electrical, mechanical and environmental testing) for large scale projects.</li> <li>➤ Managing small multi-disciplinary technical teams.</li> </ul>
Computer literacy (essential):	<ul style="list-style-type: none"> <li>➤ MS Office (expert-level)</li> <li>➤ MATLAB (expert-level)</li> <li>➤ FEKO or similar 3D CEM tools (expert-level)</li> </ul>
Computer literacy (suggested):	<ul style="list-style-type: none"> <li>➤ QUCS</li> </ul>
Language proficiency:	<ul style="list-style-type: none"> <li>➤ English</li> </ul>
Other Characteristics: Based on the Values and Competency Frameworks	<ul style="list-style-type: none"> <li>➤ High levels of initiative and accountability</li> <li>➤ Excellent technical problem-solving skills</li> <li>➤ Logical thinker</li> <li>➤ Self-driven</li> <li>➤ Excellent oral and written communication skills</li> <li>➤ Work well under pressure and adhere to deadlines</li> <li>➤ Must be prepared to work extended hours when project deadlines require it</li> </ul>

3. KEY PERFORMANCE AREAS, WEIGHTS AND TASKS		
<b>Technical lead on Projects</b>	<b>40%</b>	<ul style="list-style-type: none"> <li>➤ Part of the core project team.</li> <li>➤ Assume responsibility for all technical elements of the project and cooperate with the project management team to ensure goals for the project are met.</li> <li>➤ Accountability for technical success of project.</li> <li>➤ Make the final decisions to resolve high-level / high impact engineering issues on project.</li> <li>➤ Support the Project Office to achieve successful execution of projects, both by direct technical input and management of project resources to achieve technical goals.</li> <li>➤ Participate in the definition and allocation of work packages</li> <li>➤ Visits to customers for project related interaction</li> </ul>
<b>Antenna Product Development</b>	<b>30%</b>	<ul style="list-style-type: none"> <li>➤ Conceptual design</li> <li>➤ Building of prototypes and testing</li> <li>➤ Optimization of design</li> <li>➤ Detail design</li> <li>➤ Electrical testing and antenna measurements</li> <li>➤ Qualification of Antenna products</li> </ul>
<b>RF Product Development</b>	<b>15%</b>	<ul style="list-style-type: none"> <li>➤ RF circuit design (filters, switches, amplifiers)</li> <li>➤ Detailed RF design and documentation</li> <li>➤ Testing and qualification of RF designs</li> <li>➤ Specification of specific RF components</li> <li>➤ Product development project execution, as an electronic engineering resource</li> </ul>
<b>Reporting and Writing</b>	<b>10%</b>	<ul style="list-style-type: none"> <li>➤ Technical report writing and presentations</li> <li>➤ Draft product specifications, manuals, testing procedures</li> <li>➤ Produce test reports</li> </ul>
<b>Sales</b>	<b>5%</b>	<ul style="list-style-type: none"> <li>➤ Participate in, facilitate and support technical communication, training with clients, technical interactions with clients (e.g. client visits to resolve technical issues/needs)</li> <li>➤ Inputs on architecture of new projects, technologies</li> <li>➤ Support sales (analyses, measurement tasks, etc.)</li> </ul>
<b>Ad Hoc</b>	<b>%</b>	<ul style="list-style-type: none"> <li>➤ Perform any other duties as required by management</li> </ul>