


JOB PROFILE: Head of Engineering and R&D

INCUMBENT'S NAME	
JOB TITLE	Head of Engineering and R&D
BUSINESS UNIT	Engineering / SLT
LOCATION	TBC
REPORTS TO	Managing Director
OBJECTIVES / PURPOSE OF JOB	<ul style="list-style-type: none"> Accountable for the design and development of user friendly, high quality and profitable equipment for Electrophysiology and Imaging. Lead the Engineering and R&D team. Guide, shape, challenge and deliver the engineering and R&D strategy that will underpin the global business strategy.
KEY ACTIVITIES / RESPONSIBILITIES	<ul style="list-style-type: none"> Leadership of the Engineering Department ensuring that the right skills, competencies and knowledge are deployed to meet business goals. Champion and deliver engineering excellence and best practice. Delivery of New Product Development from design intent to full scale production with value engineering in mind. Develop, manage and maintain the Engineering / NPD budget. Champion a culture of Continuous Improvement throughout the Engineering team. Effective collaboration with internal and external stakeholders. Build strong networks of expertise internally and externally. Accountable for ensuring that all products are designed and developed to meet legislation, compliance and safety requirements. Develop and implement policies and procedures to ensure best practice and effective delivery. Champion and embed an agile, flexible and adaptive mindset towards project delivery Shape global policy and processes within the SLT Honour our company values: 

KEY PERFORMANCE INDICATORS	<ul style="list-style-type: none"> • On time and on budget delivery of projects • Right first time in market • Planned development pipeline/road map • Ongoing performance objectives
KEY RELATIONSHIPS	<p>Internal:</p> <ul style="list-style-type: none"> • SLT and BRT, Engineering, Production, Service and Support, Sales, Marketing, Admin <p>External:</p> <ul style="list-style-type: none"> • Customers, Suppliers, Collaborators

CANDIDATE PROFILE:

QUALIFICATIONS / TRAINING	<ul style="list-style-type: none"> • Minimum Bachelors Degree or equivalent in one of the following fields <ul style="list-style-type: none"> ○ Engineering (Mechanical, Electrical, Optical, Systems)
EXPERIENCE REQUIRED	<ul style="list-style-type: none"> • Extensive hands-on experience within an engineering discipline • Proven track record of successful project management and delivery • Experience in delivering NPD from concept to full production
COMPETENCIES	<ul style="list-style-type: none"> • Strong leadership skills • Results driven • Self-motivated and ability to motivate others • Robust problem-solving methodology and decision making process • Solid understanding and experience of mechanical, electrical, optical and software engineering • IT literate – MS Office/Teams, SolidWorks (3D modelling), MRP/ERP • Strong communication skills

EMPLOYEE'S ACCEPTANCE

I, [team member name], agree to accept the Job Description is a guide only and will be periodically reviewed due to the evolving nature of the business. I understand I will be required to take on other tasks and responsibilities from time to time depending on the business needs for this role.

Signed Date