**Job Description**

|  |  |
| --- | --- |
| **Position:** | Hardware Team Leader |
| **Directly reports to:** | Group COO |
| **Reports (dotted-line) to:** |  |
| **Direct reports:** | Members of the Hardware Team |
| **Regularly interacts with:** | Other engineers within the Software Group. The Manufacturing Group. The Product Management Group. |
| **Primary location:** | CyanConnode Office (Cambridge) |
| **Travel requirements:** | Occasional visits to UK Manufacturing Subcontractors and EMC/EMI/RF Test Houses. And possible visits to support overseas CEMs and customers sites. |
| **Role description:** | You will manage the design and development of Cyan range of hardware products, support the manufacturing process and use of these products.  You will have close involvement in the complete hardware development process from product specification to achieving a final certified product.  As leader of a the HW team you will have ownership of the development of all CyanConnode hardware products. The role will involve the practice and development of a wide range of skills in a dynamic environment. You will be working within a strong engineering team on a day-to-day basis to deliver excellent products in a timely manner.  The ideal candidate will have demonstrable experience and knowledge of low power RF, microcontroller circuits and mains + low power PSU hardware design. The candidate should also have a full understanding of certification and qualification of HW designs for quality of design, reliability, manufacture, high volume products and regulatory approval of similar products for international markets. |
| **Primary responsibilities**  **will include:** | Strong ‘hands on’ development and Team Leader role based around design and development of electronics hardware comprised of microprocessor based and sub GHz ISM band RF equipment.   * Development of ISM Band microprocessor radio modules * Development of gateway/concentrator products * Development and maintenance of existing modules * EMC/EMI Compliance Testing * Documentation generation to support * Project management / process control for on time & budget delivery * Production test development for high volume * Production processes through to volume manufacturing (NPI) |
| **Experience and skills**  **required:** | Ideal candidates for this role should have the following skills and experience,   * Lead the design through to volume manufacture and NPI * Printed circuit board design (schematic capture and PCB layout, Altium preferred) * RF ISM Band Radio * Antennas and antenna design * EMC/EMI Compliance testing * Regulatory approval process, such as FCC, ETSI, WPC, ANATEL * Safety approval process such as CE, BEAB, UL * Analogue and digital electronics * RF circuits, filters and impedance control * Embedded Software * Knowledge of device communications protocols * Knowledge/experience within the AMI electricity metering or other similar distributed systems |
| **Personal attributes:** | Personal attributes should include,   * Mature outlook and professional individual * Self-starter and ability to ‘hit the ground running’ * Willingness to take on responsibility and use initiative * Willing to help meet deadlines and identify plans to support this * Willingness to mentor and work closely with team members * Technically inquisitive, eager to learn and adapt * Able to instil strong positive culture to support the organisation needs * Ability to ‘multi-task’ as required, work to priorities and accept changes to original mandates * Ability to manage own time * Ability to identify best estimates for work and set out planning material as required by the company to deliver on-time * Ability to handle deadlines, quality and management requests and understand the needs of the company’s commercial environment * Willingness to work and motivate the teams to deliver as required by the company’s commercial activities |
| **Qualifications:** | Engineering Degree or equivalent experience. |
| **Date document compiled:** | 29/10/2021 |

This Job Description, along with any set [quarterly] objectives, form the basis of the position and will be used to manage the employee who carries out the role. In addition or as an alternative to the ‘normal’ responsibilities as described, the employee may from time-to-time be required to undertake, on a temporary or regular basis, additional duties within their capabilities as the needs of the Company's business may require.