Position Description

Position: **Power Conversion and Hardware – Team Lead**
Department: Engineering
Reports to: Engineering Director
Direct Reports: 9

Position purpose:

The Power Conversion and Hardware – Team Lead, sets the technology strategy with their team determining the topology, components, design and technologies to be employed to solve product needs for traditional power conversion, emerging power conversion segments to meet Enatel's strategic plans, to meet and exceed market trends, but critically to maintain a position of global technology leadership.

This role has a combination of leadership and practical hands-on development. The ratio of leadership to hands-on development should be proportional to the needs to the team, but it is expected that the manager can interact directly with their team at a deep technical level to progress developments in a timely manner, but also to make critical technology decisions.

This role requires the incumbent to take an active and often leading role in surveying the landscape around power conversion design, topology research and new technologies in the power conversion space.

The incumbent is accountable for the delivery of functional resources (people, tools, processes) in a timely manner and in accordance with business priorities.

The incumbent owns the quality of the work completed by members of the functional team and instigation of performance improvements where necessary.

The manager owns the cost of the processes, procedures and working systems that are in place, making continuous improvements as required to meet the changing needs of the business. They will ensure that the right resources with the right skills (including personal and team development) are allocated to the appropriate project in a timely manner.

Key responsibilities:

- Working with Internal and External Customers
  - Fully understand the internal and external customer relationships and requirements.
  - Understand stakeholder needs and expectations and monitors for changes in stakeholder requirements.
  - Manage stakeholder expectations at all levels of the business.

- Leadership
  - Establishing direction - creates a vision, a purpose and strategy through technical and process innovation
  - Aligning people - communicates direction, influences others, and creates teams and coalitions to achieve business objectives. Develop a team which is fully integrated and respected by the rest of the organisation.
  - Motivating and inspiring - energises team members and enables then to overcome barriers (political and bureaucratic) to change, focus on people. Create a high-performance focussed

culture through personal leadership, teamwork, and the development of individual accountability for performance.
    - Leading Change - leads the team through (often) dramatic change to products, programs, processes, and behaviours. Build a team that continuously challenges their own thoughts and ideas whilst also challenging each other's.

- Management
    - Planning and budgeting - utilise a range of techniques to create detailed plans / budgets, timetables, and resource allocation.
    - Organising and staffing - creates structure within a team and defines their roles, policies, procedures, and systems.
    - Controlling and problem solving - closely monitors team results, identifying any deviations. Organises solutions with the focus on tasks.
    - Predictability and order - focuses on incremental results.
    - Follow all manager People and Capability responsibilities as required by the business including but not limited to 1:1s, leave requests, disciplinary matters, performance management, training, H&S and compliance.

- Product Design, Verification, and Ongoing Support
    - 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 and maintain cost-effective solutions by producing clean, efficient 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.

The Power Conversion and Hardware – Team Lead is a member of the Research and Development Team. As a member of this team, you are expected to take an interest and give significant input and advice into projects being worked on by other functional teams across engineering.

Other duties:

- Upholds the company values.
- Assist in the development of RFx responses which may include workshops, business case development, feasibility studies and presentations.
- 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.

- Working in conjunction with the area Health, Safety & Wellbeing Representative proactively identifying and taking action on hazards and participating in investigations as required.
- 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.

Key Relationships:

Internal	**External**
• Senior Leadership Team	• Customers
• Sales/Marketing team, Product Management	• Third party manufacturers & other suppliers
• Project Management	• Contractors
• Other engineering teams including software, PCB/mechanical and systems	
• Operations team including manufacturing, sourcing, logistics	
• Finance team	
• Other Enatel departments as required	

	Essential	**Desirable**
Competencies	• **Business Acumen** – Knows how businesses work. Is knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organisation. • **Action oriented** - enjoys working hard and is full of energy for the things he/she sees as challenging. • **Motivating Others** – Creates a climate in which people want to do their best. Is someone people like working for and with. • **Customer Focus** – Is dedicated to meeting the expectations and requirements of internal and external customers. Establishes and maintains effective relationships with customers and gains their trust and respect. • **Organising and Planning** - uses resources effectively and efficiently. Accurately scopes out length and difficulty of tasks and projects. Sets objectives and goals. • **Process Management** – good at figuring out the processes necessary to get things done. Can simplify complex processes. • **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. • **Functional/Technical Skills** - has the functional and technical knowledge and skills to do the job at a high level of accomplishment. • **Process Management** – good at figuring out the processes necessary to get things done. Can simplify complex processes.	

<table>
<tr><td></td><td colspan="2">• 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.</td></tr>
<tr><td>Skills, Experience & Knowledge</td><td>10+ years proven experience in power electronics development, embedded hardware development (advantage).

Experience in scheduling staff across multiple activities, managing schedules and budgets.

Competency, supported by knowledge and experience in the following:
• Designing and building power electronics-based solutions that have been delivered to customers on time, to budget and to the required quality standards (includes scope).
• National and international regulatory frameworks including UL, RCM, CE, CEC, FCC and CB as well European directives (low-voltage, EMC, RED).
• Design for EMC and design for manufacture.
• Hardware test and monitoring tools (oscilloscope, spectrum analyser and power meters).
• Agile development tools and techniques including scrum and Kanban.
• Configuration management and change control.
• Electronics design, including the ability to understand and navigate electrical schematics.
• Various project management techniques.

Ability to take a project from significant uncertainty in the early discovery phases through product launch.

Strong commercial and business acumen. Good financial, reporting, and quantitative skills.

Analytical mind with problem-solving aptitude.</td><td>Five years or more proven experience in leading cross functional teams and developing team capability.

Battery and battery pack design using various battery technologies (including lithium cells).

Differing SMPS topologies, PCB layout for power solutions (including creepage and clearance distances) and SMPS design (closed loop control, amplifier / magnetics design and noise control).

Altium.

Simulation tools (LtSpice, Tina, Micro-Cap), Mathcad (Maxima, Scilab, Python), thermal, magnetic, and electric field FEA

FPGA/CLPD design (VHDL or similar).</td></tr>
</table>

	Ability to work independently. Excellent organizational and leadership skills.	
Qualification / Licenses	Degree in electrical / electronic engineering or equivalent vocational training.	Membership of a relevant industry body (e.g., IEEE)