

VACANCY

Position	:	Head of Engineering
Business unit	:	Hensoldt Radar
Location	:	Cape Town

The Head of Engineering will play a critical role in overseeing and leading the engineering department in the development and manufacturing of high-technology systems for defence applications. They will be responsible for managing a team of diverse and talented engineers and ensuring the successful execution of projects, while adhering to strict quality standards and maintaining compliance with relevant regulations. This is a leadership position in a highly dynamic, challenging and rewarding environment that requires technical expertise as well strong managerial and leadership skills.

Qualifications and experience required:

- Minimum B.Eng Electronic Engineering / Mechanical Engineering / Mechatronic Engineering.
- Formal leadership training will be advantageous.
- Minimum of 8 - 10 years of experience in engineering design and development, with at least 3 years in a managerial role.
- Proven track record of managing multidisciplinary engineering teams and delivering complex projects.
- Defense related experience will be an advantage.
- Experience with simulation, testing, troubleshooting and validating systems.
- Familiar with key military standards (Such as Mil-Std's, STANAG etc.) will be advantageous.

Key responsibility areas:

1. Team Leadership and Management:

- Lead and manage a team of engineers, fostering collaboration and high performance.
- Provide mentorship, prioritize tasks, and ensure efficient resource allocation.
- Foster a culture of innovation, continuous improvement, and knowledge sharing.

2. Process Establishment and Maintenance:

- Design and refine product development, testing, and manufacturing processes.
- Ensure compliance with quality and safety standards and drive process improvements.

3. Technical Expertise and Guidance:

- Provide technical leadership throughout development and manufacturing.
- Stay updated on defense industry technologies, standards, and emerging trends.

4. Stakeholder Management:

- Collaborate with internal and external stakeholders, including customers and suppliers.
- Represent the engineering department in meetings, presentations, and negotiations.

5. General Management:

- Manage the department's budget and ensure key resource requirements are met.
- Track and manage engineering department assets.

6. Innovation and Improvement:

- Drive continuous improvement and encourage innovation within the team.

Key Ideal behavioural competencies required:

- Customer service and market orientation
- Teamwork
- Quality commitment and work standards
- Technical mastery and continuous learning
- Accountability and ownership
- Attention to detail
- "Process capability
- Problem solving, Critical Analysis and Decision making
- Managing conflict
- Team Leadership

Interested candidates may apply by submitting their resumes via e-mail, with reference to the position in the subject line.

Applications can be sent to Cymondi Stassen at recruitment@hensoldt.net

Should you not be contacted within 14 days after the closing date, please regard your application as unsuccessful.

About HENSOLDT South Africa

HENSOLDT South Africa is a pioneer of technology and innovation in defence and security electronics. The company offers a comprehensive range of products, systems and services across defence and civil markets, from spectrum dominance, optronics and radar, to IFF, datalinks and integrated security solutions. With more than 800 South African employees across three sites in South Africa, it is the HENSOLDT Group's largest industrial base outside of Europe and one of the largest defence and security electronics companies in South Africa.

HENSOLDT South Africa focuses on diversity, equity and inclusion in our organisational strategy. We are committed to building a diverse and inclusive corporate culture to the benefit of our employees and to deliver better outcomes for our clients. In line with our commitment to employment equity and our focus on diversity in the operational environment, we welcome applications from all ethnic groups. In line with HENSOLDT's commitment to employment equity and our focus on diversity in the operational environment, preference will be given to suitable candidates from designated groups.