

Job Description

Role Profile:	Head of Engineering
Reporting to:	Managing Director
Location:	Southampton
Date:	September 2020

Why you would want this role?

Established in 2007, **INDO Lighting** is a pioneering manufacturer of Direct Drive LED street lighting systems, bespoke retrofit solutions and specialist horticulture lighting equipment. Using advanced technologies to improve lighting performance, yield higher energy savings, deliver greater value and reduce environmental impact we offer solutions for all exterior applications in both commercial and public amenity environments. Delivering the majority of our products into the UK and continental Europe, we are established as the innovative supplier of choice for our customers and experiencing significant growth in emerging markets.

What are we looking for?

You will lead the Engineering department, be ultimately responsible for new product development and offer continuous improvements to INDO's existing product line including quality, efficiency, cost and design.

Develop and deliver the end to end product offerings for INDO to drive business growth. Technology leadership, program planning and strategy, budgetary planning, resource management, on time delivery of offerings and innovation by working closely with Commercial and Operations leads. The candidate will be responsible for driving the engineering aspects of the X-Matrix strategy, providing advice, training and support to all departments including the board, ensuring the company stays ahead of the market needs and positions INDO as a leader in the specialist lighting markets.

An important aspect of this role will be to define the product and technology roadmaps. This position requires a strong engineering background, good business acumen with a strong track record of engineering leadership, directing multiple R&D programs across multiple markets.

What will you be doing?

- Technically responsible for the entire product life cycle, including new product development from inception through to launch and sustaining production, continuous product improvement, cost reductions and quality enhancement projects.
- Leadership and management of a multidisciplinary Engineering team, making decisions covering mechanical, electrical, optical and firmware/software areas of development.

- Develop a cohesive and high-performing engineering culture that embraces engineering best practices.
- Lead, motivate, communicate with, develop, appraise and performance manage staff to ensure they are fully motivated to achieve best performance to meet the company's needs.
- Ensure all products are commercially viable, efficient to manufacture and meet the quality and business expectations by adhering to traceable product requirements following disciplined engineering methodologies.
- Appointment and management of external consultants, negotiating fees to ensure services are optimised and fees are within budget including IT development and maintenance contractors.
- Achievement of the X-Matrix strategic objectives related to Engineering
- Ownership of and continuous improvement of NPI, product development roadmap and product life cycle management. Drive innovation to create a healthy idea pipeline for the businesses.
- Enable and participate in quarterly sales meetings to understand customer needs and pain points to drive the best value to our customers through conceptualizing and delivering world class offerings.
- Keep up to date and connected to the industry and strive to impact some industry decisions on standards and market needs. Able to take decisions based on understanding of current and future trends in the industry and feed into wider INDO strategy.
- Support procurement and supplier selection from technical aspects
- Establish and promote best practice in health, safety and environment matters in conjunction with HSE lead
- Lead by example, going the extra mile
- Ensure the department operates in accordance with Company policies and procedures.

You Have

- A high technical aptitude
- Passionate about quality product design
- Bachelors degree or equivalent professional qualifications such as Chartership from recognised institution IMechE or IET
- Minimum of 7 years' experience managing an engineering/technical department in a manufacturing business
- Detailed knowledge of design for manufacture
- Strong interpersonal and leadership skills, ability to develop and manage both technical and non-technical personnel at various levels
- Excellent project management skills, particularly resource scheduling and proven on-time project delivery
- Ambitious, with a growth mindset
- Experience in setting goals and measuring teams progress to achieve them
- Ability to positively influence other members/parts of the business.
- Superb attention to detail and excellent work ethic.
- Manufacturing experience in particular experience in casting product industry would be advantageous
- Lean / six sigma mindset, preferably certified. Has working knowledge and can demonstrate application of tools.



We Value

- Ambitious, self-motivated, hardworking, results focussed, problem solver with a positive outlook
- A natural forward planner who critically assesses their own performance
- Balanced focus between short term achievement and long-term development
- Recognition that improvement is a behaviour, a way of life
- Integrity and trust, accountability to do the right thing, always
- Teamwork and Diversity, collaboration and inclusion to create common goals and ownership

CV's will be reviewed on a rolling basis and interviewing will be arranged as soon as possible.

Job Type: Full-time

Required licence or certification: Full UK Driving Licence