



Production Engineer & Team Lead

A vacancy for an Electronics Engineer currently exists at the production facility of two innovative engineering companies, EMSS Antennas and Alphawave Golf. EMSS Antennas (www.emssantennas.com) and Alphawave Golf (www.inrangegolf.com) are subsidiaries of the Alphawave group (www.alphawave.co.za). EMSS Antennas has a world-class team that designs and builds electronic and electromagnetic solutions, including state-of-the-art receivers for the world's most formidable radio telescopes, such as MeerKAT and SKA, whilst Inrange's mission, simply, is to make golf a game for Everyone. Inrange is a spin-off of EMSS Antennas, where we used our expertise in the world of radar and radio telescopes to develop the most advanced, accurate and reliable golf tracking system in the world.

Job Overview

You will be responsible for leading, guiding, and directing the Inrange production team, ensuring that production targets, key performance indicators (KPIs), and exemplary quality standards are met to continuously meet the requirements of the customer. You will be expected to develop the team by focusing on individual performance and support requirements to achieve high standards whilst fostering a culture of excellence, integrity, and collaboration.

In addition to the above, you will apply strong technical abilities to find solutions to various technical challenges.



Key Responsibilities, Accountabilities and Duties

- Production & Production Engineering
 - Oversee the production of sensors, PSUs, and other hardware
 - Production planning, in collaboration with the supply chain manager, ensuring stock is on-hand on time and that sub-assemblies are assembled on time
 - Production improvement initiatives
 - Yield monitoring and improvement
 - Inputs to product development to reduce manufacturing costs, improve producibility and increase product reliability
 - Drive product reliability through more effective testing and evaluation
 - Identifying process inefficiencies, determining suitable solutions and the implementation and evaluation thereof
 - Resolve issues and delays in production, find ways to reduce costs, and maximise quality
 - Oversee the review and approval/release of build-to documentation
- Repairs
 - Management of the repair process
 - Fault-finding, testing, rework (THT & SMD)
 - Determining requirements for tooling and equipment

- Determine requirements for test hardware and software, oversee/do the design and implementation of the test hardware and software and the ongoing maintenance thereof
- Failure analysis and reporting (site and production)
- People management and development
 - Determine and continuously evaluate the staffing requirements for the Inrange production team
 - Career development of team members, ensuring team member engagement
 - Mentoring, training, and growth of team members
 - Go-to person for all queries and support
 - To share/transfer relevant knowledge and skills to technicians and other technical personnel.
 - Supervising and coordinating the Inrange production team
 - Ensuring the team uphold the company's core values
- Preserve our reputation by ensuring the quality of our products and services
- To continuously collaborate with all stakeholders, including management, finance, admin and technical staff, to analyse and improve the overall customer service

Qualifications and Experience Required

- Bachelor's degree in Electrical and Electronic Engineering
- Minimum of 3 years experience in the electronic engineering environment
- Experience working in a high-value/low-volume production environment
- Experience working within an MRP/ERP environment
- Proven experience with RF circuit fault finding
- Proven experience managing and leading a small team
- Proven experience in achieving the key outcomes listed above

Candidate Profile Description

- A well-balanced high achiever individual with a demonstrated track record
- Excellent organisational and time management skills
- Eager to take ownership and be accountable
- Exceptional attention to detail, strong analytical skills, and ability to prioritise and multi-task
- Excellent communication and interpersonal skills with management and staff at all levels
- Ability to mentor, develop and motivate team members
- Flexible enough for an SME environment
- Capable of working in a highly technical environment
- A general attitude of serving others to achieve a common goal
- Ability to work and solve problems independently
- Goal-oriented, organised team player

Knowledge and Skills Required

- Proficient computer skills, including Microsoft Office Suite (Word, PowerPoint, Outlook, and Excel)
- Detailed knowledge and in-depth understanding of active RF circuits
- Programming and test automation experience would be an advantage
- Proficiency in Altium or similar would be an advantage

- Capable of performing PCBA rework (THL & SMD)
- Excellent organisational and leadership skills
- Knowledge of and experience working with ERP/MRP system(s) would be advantageous

Terms and Conditions

- Competitive, market-related salary
- Various company perks
- Starting date is as soon as possible
- Full-time employment
- Documents to return to Carol Stuart (opportunities@emss.co.za):
 - Comprehensive CV
 - Academic results and applicable certificates
 - Identity Document
- Closing date for applications:
 - Consideration of applications will begin on 20 September 2024 and will continue until the position has been filled