

Job Specification

Position	Product Development Team Leader
Reporting to	Product Development Manager
The Company	<p>Brigade Electronics, established in 1976, is at the pinnacle of commercial vehicle and mobile plant safety. A founder and innovator of sensing and monitoring systems that have helped save countless lives across the globe for over forty years.</p> <p>Whilst our portfolio can be emulated, our commitment to vehicle safety, our reliable, trusted products and our dedicated team of experts, cannot. We invest in people as well as technology. Everyone in the Brigade family understands the life-changing significance of the products and service we provide and the importance of outstanding systems that work in the most demanding of situations.</p> <p>The Brigade Group organisation is based in the UK and has subsidiary companies in the USA, Canada, Germany, France, Italy, The Netherlands and Poland, and selling in to over 80 countries world-wide via our National Distributor network.</p>
Purpose of Role	<p>The Product Development Team Leader position will be mainly focused on leading the development of Brigade's core commercial vehicle safety and efficiency product range with a strong bias toward electronic engineering. The candidate will need extensive knowledge of the technologies behind these products with good knowledge of the associated engineering principles.</p> <p>Line management and lead product development team as allocated by the Product Development Manager and provide lead product design capability in Brigade's commercial vehicle product range and assist the Product Development Manager in managing new product design & development enhancing Brigade's Product portfolio and supporting the Quality and Standards Manager in improving Brigade's product quality standard.</p> <p>This position will require to lead a team of Engineers and will be predominantly working at product level, needing a good understanding of requirements, development & capture, electronic & mechanical architecture and design, software & hardware interaction, product verification and validation. The role requires the utilization of cutting edge technologies and engineering methods keeping Brigade at the forefront of technology and enabling Brigade to better manage and control its' intellectual properties, whilst enhancing its cost effectiveness. As part of the Engineering team the successful candidate will also be required to support the Application team in the test and development of current products customised to support the application specific requirements of our customers and markets.</p>

	<p>The role will be primarily supplier-facing, managing multiple suppliers and manufacturers in both high and low-cost countries, overcoming cultural and language barriers to deliver new products in a timely manner. The position also extends to supporting our customers as needed.</p> <p>To enhance the competencies of the team the applicant will require experience and knowledge of automotive electronics design standards and quality control principles which are key in ensuring Brigade's product quality standards are exceeded.</p> <p>The ideal candidate will be required to have a proactive and flexible approach promoting Brigade's business ideals and customer / supplier relations while enhancing the Engineering team's technical knowledge, which may require some international travel.</p>
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Key Responsibilities	<p>Functional</p> <ul style="list-style-type: none"> • Manage and lead a PD team and support various tasks in the PD section • Support research and development of innovative technologies and products • Requirements and engineering specification creation • Review and approval of technical documentation • Supplier acquisition, liaison and management & negotiation improving profitability • Lead product verification and validation • Product quality improvements and upgrades providing cost savings and implementing Total Quality Cost Management where applicable. • Product technical support primarily to Engineering colleagues and internal customers • Preparation of detailed electronic schematics and component technical drawings • Mechanical interface and design • Aid the sales and engineering team in translating customer requirements into technical solutions • Support the engineering team in the development of its working practices and processes achieve better efficiency <p>Technology</p> <ul style="list-style-type: none"> • Optical knowledge and image processing and recognition using CCD, CMOS, IR and related technologies • Video and audio signal and processing e.g. composite video, RGB, digital formats • Analogue and digital circuit design and development, including micro processing, digital signal processing and design for EMC • Software & hardware interface and software engineering • Digital communication protocol e.g. I2C, SPI, RS232 etc • Digital signal processing and data storage media • PCB level troubleshooting and product fault finding • LCD interface and panel design • Understanding mechanical design methods and material selection • Implement design for manufacturing • Lean manufacturing techniques helping our supplier base develop efficiencies
Working Relationships	<ul style="list-style-type: none"> • Team working, and co-operation with all colleagues • Direct communication with and support to colleagues and suppliers especially from the Far East. • Participate and lead in team meetings, training courses and workshops • Close links with staff will need to be developed and maintained in order to meet corporate objectives • Required to present a positive and professional image at all times. • Ensure that an excellent supplier/customer relationship is established and maintained at all times.

Person Specification

Essential	Desirable
<p>Education and Training</p> <ol style="list-style-type: none"> 1 Bachelor of Engineering in Electronics product development or similar. 2 5-6 GCSE's at Grade B or above including Maths, Science (Physics) and English. 3 High level of numeracy and literacy 4 Above average computer literacy 	<p>Master of Engineering in Electronic product development or similar.</p>
<p>Experience and Skills</p> <ol style="list-style-type: none"> 1 Minimum 8 years practical experience with electronics and mechanical product development. 2 Able to demonstrate co-ordination skills. 3 Extensive knowledge of analogue and digital electronics including micro processing, DSP, video signal processing. 4 Knowledge of camera, optics, acoustics, LCD's and digital recording technology's 5 Knowledgeable of modern automotive electronic architecture, multiplex communication protocols and systems. 6 Computer application skills: Microsoft Outlook, Excel, Word, MCAD & ECAD & PCB development tools, Electronic circuit simulation programs 7 Genuine interest in modern technology preferably with in the automotive industry. 8 Attention to detail is critical 	<p>8 years' experience and extensive knowledge in the following:</p> <ul style="list-style-type: none"> • LCD • Camera & optics • Acoustics • Digital recording technology • DSP and algorithm development • Detection of traffic situation, objects and persons within the automotive sensor product development

<p>Personality and Motivation</p> <ol style="list-style-type: none"> 1. Self-motivated and takes full responsibility for the quality of own work 2. Flexibility to multi-task 3. Resourceful to provide technical support 4. Practical aptitude with methodical approach to detail 5. Able to work to deadlines 6. Eager to learn 7. Natural respect for company and colleagues 	<ol style="list-style-type: none"> 1. Used to gaining information and providing direction for decision making
<p>Interpersonal Skills</p> <ol style="list-style-type: none"> 1 High level of communication skills with the ability to communicate effectively with customers, management and colleagues. Very clear spoken English is critical 2 Demonstrate good leadership skills 3 Helpful and approachable 4 Strong focus on delivering excellent customer service 	<ol style="list-style-type: none"> 1. 2nd language conversant in Mandarin or Cantonese. 2. Experience in Team Leading
<p>Other requirements</p> <ol style="list-style-type: none"> 1 Innate ability to manage time and prioritise effectively 2 Flexibility to work beyond normal business hours when required 	<ol style="list-style-type: none"> 1. Used to work to and manage time lines

