


Job Specification

Position	Product Development Manager (ADAS Systems and Software)
Reporting to	Group Head of R&D and Technology
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 purpose of this role is to build, lead and manage a product development team involved in the research, development, and delivery of both pioneering new products as well as upgrades to and design maintenance of Brigade's current product portfolio. The candidate will lead planning and departmental strategy, balancing the workload against available resources and seeking alternative resource utilization. They will oversee product life-cycle management from initial concept, through product development and upgrade, to retirement.</p> <p>The candidate will be required to recruit, guide and mentor team members, enabling them to grow in their roles, expanding the overall capabilities of the department. The candidate will manage and approve technical input to all phases, working with other departments to find the best solutions. They will also continuously improve Brigade's working practices, processes and procedures with an aim to streamline the development process.</p> <p>The ideal candidate will be a motivated, organised individual with a background in software and electronics development biased towards automotive. The candidate will need extensive knowledge of the relevant technologies with expertise in the associated engineering principles from various domains. The ability to provide technical leadership, and steering to the business and its product portfolio, is key to fulfil the role.</p>

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	<p>The role will involve the acquisition and management of multiple suppliers, manufacturing partners and development service providers in both high and low-cost countries. This requires the candidate to overcome cultural, language, commercial and technical barriers to find efficient development solutions and deliver new products in a timely manner. A proactive and flexible approach is needed, with the ability to effectively manage resources to deliver against priorities. Good communication skills are essential.</p> <p>The role is based at Brigade's premises in Dartford. Occasional travel throughout Europe and the Far East may be required.</p>
<p>Key Responsibilities</p>	<p>Functional</p> <ul style="list-style-type: none"> • Manage & lead team members including line management, day to day work, recruitment, training and development • Manage & lead engineering project prioritisation & assignment • Manage engineering resource loading and forecasting • Management of product overall cost and timing informed by commercial awareness • Manage & lead research, development and verification of innovative technologies and products up to market launch • Manage, lead & negotiate supplier and engineering services including acquisition and strategies • Manage engineering process improvement • Support product roadmap development and strategies; inform these with technical knowledge • Manage engineering process improvement <p>Technology</p> <ul style="list-style-type: none"> • Software engineering, systems, development tools, software & hardware interface • Sensor technologies based on image, radar, ultrasonics and algorithms for data processing • Analog and digital circuit design and development, including microprocessors, DSP and communication protocols • Digital communication protocols e.g. I2C, SPI, RS232, RS485, CAN, Ethernet etc
<p>Working Relationships</p>	<ul style="list-style-type: none"> • Team working and co-operation with all colleagues in order to support the team and meet corporate objectives • Establish and maintain excellent supplier relationships including in the Far East • Participate and lead in team meetings, training courses and workshops • Required to present a positive and professional image at all times

Person Specification

Essential	Desirable
<p>Qualifications & Training</p> <ul style="list-style-type: none"> • Bachelor of engineering (in the domain of software and electronics engineering) or other relevant qualifications and experience 	<ul style="list-style-type: none"> • Master of Engineering (in the domain of software and electronics engineering) • People and project management training or qualification(s)
<p>Experience and Skills</p> <ul style="list-style-type: none"> • Minimum 8 years practical experience with electronics and software development • Minimum of 3 years people management experience and able to demonstrate strong management and co-ordination skills • Experience managing commercial software projects (Scrum, Jira, etc.) • Knowledge of sensing technologies including image, radar and ultrasonics • Knowledge of version control tools and repositories (Git, Bitbucket, etc.) • Experience developing and releasing production code for embedded systems (C/C++) • Expertise in electronics and embedded systems, including microprocessors, DSP and communication protocols • Experience developing tooling code for data processing, testing and simulation (Python or similar) • Genuine interest in modern technology • Obtaining information and providing direction to the business for decision making 	<ul style="list-style-type: none"> • Experience in the automotive industry and working with OEM requirements • Automotive methods and standards • Experience developing and releasing software on PC or mobile platforms • Expertise in the following: <ul style="list-style-type: none"> - Image processing systems - Radar technology - Sensors and algorithms for collision avoidance systems - Object-oriented programming

<p>Personality and Motivation</p> <ul style="list-style-type: none"> • Self-motivated and takes full responsibility for the quality of own work • Flexibility to multi-task • Practical aptitude • Organised and methodical • Able to work to deadlines • Eager to learn • Natural respect for company and colleagues 	
<p>Interpersonal Skills</p> <ul style="list-style-type: none"> • High level of communication skills with the ability to communicate effectively with customers, suppliers, management and colleagues • Very clear written and spoken English is critical • Helpful and approachable 	
<p>Other requirements</p> <ul style="list-style-type: none"> • Innate ability to manage time and prioritise effectively • Flexibility to work beyond normal business hours when required • Driving license (manual) to drive in the UK 	

Employee Signature: _____

Date: _____