


Job Specification

Position	Product Development Manager
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>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.</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 whilst balancing the workload against available resources and seeking alternative resource utilization where possible.</p> <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. Working closely with the engineering teams of Brigade's technology specialist manufacturing partners whilst overcoming cultural, language, commercial and technical barriers to find efficient development solutions and deliver new products in a timely manner.</p> <p>Significant involvement in planning, strategy and product lifecycle management, from initial concept, through product development and upgrade, to retirement. Management and approval of technical input at all phases, working with other departments to find the most efficient solutions for Brigade.</p>

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0.4	December 2021	Confidential		

	<p>Improvement of Brigade's working practices, processes and procedures with an aim to streamline the development process and improve efficiencies in both the department and the business as a whole.</p> <p>The ideal candidate will be a motivated, organised individual with a background in electronics development biased towards automotive. The ability to provide leadership and steering not only to the team but to the business as a whole is key to fulfilling the role and enabling Brigade to maintain its position as a pioneering market leader.</p> <p>The candidate will be required to have a proactive and flexible approach to promoting Brigade's business ideals and customer/supplier relations while enhancing the range of safety and efficiency products and achieving the goals of the business.</p> <p>The candidate will need extensive knowledge of the technologies behind Brigade's product range with good knowledge of the associated engineering principles from various domains. The candidate will be required to direct the business on the advantages and limitations of the various product technologies which currently includes (but is not limited to):</p> <ul style="list-style-type: none"> • Detection & warning systems inclusive the sensor technologies • Advanced Driver Assistance Systems (ADAS) • Camera monitor systems and image processing • Mobile digital video & data recorders, IP video technology • Vehicle reversing & warning alarms <p>Experience and in-depth knowledge of automotive product design, standards, regulations and quality control principles are important to help ensure Brigade's product quality standards are exceeded for aftermarket and OEM business.</p> <p>The role is based at Brigade's Engineering 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 and development of innovative technologies and products • Manage & lead product development & introduction • Manage product upgrades & changes • Manage & lead projects through engineering phases, approvals, facilitate and steering with of product introduction with other departments

	<ul style="list-style-type: none"> • Manage & lead product verification, validation and certification • Manage, lead & approve product documentation and technical submissions to product board • Manage, lead & negotiate supplier and engineering or testing services including acquisition and strategies • Support product roadmaps and strategies, lead from technology and achievability perspectives • Manage engineering process improvement <p>Technology</p> <ul style="list-style-type: none"> • Optical and image processing knowledge • Video/audio signal formats analogue / digital formats and processing • Analog and digital circuit design and development, including microprocessors, digital signal processing and design for EMC • Digital communication protocols e.g. I2C, SPI, RS232, RS485, CAN, Ethernet etc • Systems, software & hardware interface and software engineering • Digital signal processing and data storage media • LCD interface and panel design • PCB level troubleshooting and product fault finding • Understanding mechanical design methods and material selection • Implement design for manufacturing • Lean manufacturing techniques helping our supplier base develop efficiencies
<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 • Direct communication with and support to colleagues and suppliers especially from the Far East • Participate and lead in team meetings, training courses and workshops • Required to present a positive and professional image at all times • Ensure that excellent supplier/customer relationships are established and maintained at all times

Person Specification

Essential	Desirable
<p>Qualifications & Training</p> <ul style="list-style-type: none"> • Bachelor of engineering (electronics or similar) or other relevant qualifications and experience 	<ul style="list-style-type: none"> • Master of Engineering in Electronic product development or similar. • 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 mechanical product development, preferably within the automotive field throughout life cycle • Minimum of 3 years people management experience and able to demonstrate strong management and co-ordination skills. • Commercial awareness project and product cost and timing • Extensive knowledge of analogue and digital electronics including microprocessors, DSP, video signal processing and RF technology • Knowledge of camera, optics, acoustics, LCDs and digital recording technologies • Knowledgeable of modern automotive electronic architecture, multiplex communication protocols and systems • Computer application skills: Microsoft Outlook, Excel, Word, MCAD & ECAD & PCB development tools, electronic circuit simulation programs • Experienced supplier management preferably with Far Eastern low-cost manufacturing • Genuine interest in modern technology preferably with in the automotive industry • Obtaining information and providing direction for decision making 	<ul style="list-style-type: none"> • Experience and extensive knowledge in the following: <ul style="list-style-type: none"> - Product development for detection of traffic situation, persons, cyclists and objects and sensors within the automotive domain - DSP and algorithm development - Digital recording technology - Video Display based on LCD technology - Camera & optics - Acoustics
<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 • Resourceful to provide technical support • Practical aptitude • Organised with methodical approach to detail • 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 	<ul style="list-style-type: none"> • 2nd language conversant in Mandarin or Cantonese

<ul style="list-style-type: none">• Very clear written and spoken English is critical• Helpful and approachable• Strong focus on delivering excellent customer service	
<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: _____