

Project and Team Lead

Do you want to work in the high-tech engineering industry? Do you have a passion for managing engineering projects and engaging in both short- and long-term planning? Do you enjoy leading teams towards successful output?

EMSS Antennas is looking for a **Project and Team Lead**. Join our engineering team at our production facility and help ensure our production team operates as a high performing team that delivers to an exemplary standard and is continuously evolving to support the progressive nature of the environment.

Who we are

EMSS Antennas (<https://www.emssantennas.com>), a subsidiary of the Alphawave group (www.alphawave.co.za), is an innovative engineering company based in Stellenbosch, with its production facility situated in Somerset West.

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. Additionally, we are constantly developing our own products. More information can be found here: www.fieldsense.com and www.inrangegolf.com

About the job

As **Project and Team Lead** you will lead and direct the Inrange production team, ensuring that production targets, key objectives and exemplary quality standards are continuously met. You will develop the team and create a work context where a culture of excellence, integrity and collaboration is fostered. You will be based at our production facility in Somerset West.

Your contributions as a **Project and Team Lead** will centre around driving the production of required deliverables and continuously identifying and mitigating inefficiencies that hinder the production process. By conducting detailed production planning in collaboration with the supply chain and production leads, you will ensure on-hand stock and timely completion of assemblies and as-built documentation approvals. This role requires continuous client collaboration, service orientation and effective internal stakeholder relationships. A fundamental value contribution of the role is focused on managing and developing people daily, through continuous evaluation, growth initiatives and living the EMSS Antennas company values of Integrity, Excellence and Relationships.

Key Responsibilities, Accountabilities and Duties

Our engineering team is on a mission to create and innovate state-of-the-art radio frequency products and solutions to support our client's complex challenges.

As **Project and Team Lead** your responsibilities will include:

- Establishing the monthly production requirements in accordance with the client demand.
- Identifying the subassemblies and component requirements and ensuring sufficient stock to meet short- and long-term requirements.
- Identifying weekly production targets based on the higher-level demand and ensure these targets are continuously met.
- Delegating the workload fairly and effectively between the team members.
- Assisting with the assembly and testing of hardware.
- Taking responsibility for the performance and quality of the products being produced.
- Checking and approving all as-built documentation.
- Ensuring the availability and suitability of tools and equipment required to execute the production effort effectively and efficiently.
- Keeping all relevant stakeholders (internal and external) timeously informed of progress and problems throughout the recurring production cycles.
- Mentoring and coaching team members, driving engagement, adoption of production best practices and facilitating career development.
- Leading by example and ensuring all team members integrate the company's values and code of conduct in their daily behaviour.

Qualification And Experience Required

In order to do your best work and support EMSS Antennas in achieving its high-quality standard output, the minimum educational requirement for the role is:

- ✓ National Diploma (Electrical / Electronic/ Industrial Engineering) – including maths, technical communication and technical drawings/graphic communication and project management, as subjects

A BTech (Electrical / Electronic/ Industrial Engineering) is desirable and a Certificate in Project Management will be beneficial.

The ideal candidate will have a minimum of 3 years' experience in an electronic engineering environment, including 2 years in a project manager role and 2 years managing a team.

Specific experience that supports the effective execution of this role:

- 3 years' experience working in a high-value/low-volume electronic engineering production environment
- 2 years' experience as a project manager in an electronic engineering environment
- 2 years' experience leading a small team
- 2 years' experience working within a Material Requirements Planning (MRP)/Enterprise Requirements Planning (ERP) environment (Desirable)

Knowledge and Skills Required

A condition for the role is having **proven knowledge** of the following:

- Knowledge and understanding of active RF circuits (Desirable)
- Knowledge of project management fundamentals (Essential)
- Programming and test automation experience (Desirable)
- Experience with electronic assembly, testing and fault-finding (Important)
- Knowledge of MRP/ERP systems (Desirable)

- Knowledge and understanding of RF principles (Important)
- Knowledge of and experience working with RF test equipment such as spectrum analysers, VNAs, power meters etc. (Important)
- Basic knowledge of fibre optics (Desirable)
- General measurements – multimeter, oscilloscope, etc. (Essential)

The key **skills** required to be proficient in this role are as follows:

- Advanced project management skills, creating project plans, determining schedules (Critical)
- Professional communication skills (Critical)
- Fault finding skills (Important)
- Conducting performance discussions (Important)
- Advanced spreadsheets (Excel) (Important)
- Excellent organisational and leadership skills (Critical)
- Proficient computer skills, including Microsoft Office Suite (Word, PowerPoint and Outlook) (Important)

Who You Are

At EMSS Antennas we pride ourselves on our excellence, integrity and our human-centric culture. The ideal candidate will value the abovementioned and hold the following characteristics, key to the role:

- A well-balanced, high-achieving individual, with a demonstrated track record
- A general attitude of serving others to achieve a common goal, whilst maintaining principles and values
- Eager to take ownership and accountability for their value contribution
- The ability to make decisions and initiate timely actions
- The ability to apply technical expertise to real world challenges
- Exceptional attention to detail and strong analytical skills
- Goal-driven and able to work and solve problems independently
- Demonstrated skills to engage and work effectively within a team context
- Excellent communication and interpersonal skills with employees at all levels
- Flexible enough for a small and medium-sized enterprise
- Capable of working in a highly technical environment

What We Offer

- An opportunity that allows for creativity in finding ways to optimise the production facility, whilst driving efficiency and finding fulfilment in technical problem solving.
- A key role in a steadily growing company
- Competitive compensation
- 25 paid leave days per year
- The opportunity to be part of a vibrant, knowledgeable and innovative team
- A personal development plan with a structured path to develop you professionally and personally
- Personal & Professional development budget | we pay for the books you read
- Daily lunches and regular fun team activities
- All the necessary tools and equipment you need to provide optimal output

Apply for the job

Are you excited to become our new **Electronic Engineer**? Do you have what it takes to be part of a world-class engineering support team?

Then we would love to hear from you!

Please submit the following documentation and send your application to Carol Stuart at opportunities@emss.co.za:

- ✓ Your **resume** and **cover letter** detailing your qualifications and how you can contribute to our team's success
- ✓ A copy of your most recent **Academic Results** and Applicable **Certificates**
- ✓ A **certified** copy of your **Identity Document**

Consideration of applicants will commence **04 March 2025** and we will continue to advertise until the position has been successfully filled. We would like to hire for this role as soon as we find the right-fit candidate.

If you think you have what it takes, but don't necessarily meet 100% of all the criteria, please still apply. We would like to consider you and see if you could be a great fit.

Any questions can also be sent to Carol Stuart at opportunities@emss.co.za.

EMSS Antennas is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Visit us at: <https://www.emssantennas.com/>