



JOB DESCRIPTION

JOB TITLE: Director of R&D
REPORTS TO: Chief Operating Officer
LOCATION: Wellington, New Zealand
REMUNERATION: Commensurate with experience in associated roles

COMPANY OVERVIEW:

4RF Limited is a New Zealand company designing, manufacturing and supplying high quality wireless radio products deployed in over 120 countries. 4RF's products are used by utilities, oil and gas companies, public safety organisations, transport operators, broadcasters, enterprises as well as fixed and wireless telecoms operators. We have blue chip customers in all of these vertical markets examples of which include the United Nations, EDF, Chevron and America Móvil.

With 75 staff currently 4RF is a dynamic company with a flat structure devoid of the politics of larger organisations. As one of New Zealand's leading technology exporters 4RF enjoys significant support from New Zealand government organisations notably from embassies, NZTE and the Ministry of Science and Innovation. We win business based on our superior products, customer service and organisational agility.

4RF is backed by leading growth investor Fortissimo Capital (www.ffcapital.com) and has recently announced investment to accelerate product development, market delivery and company sales. A significant expansion of the R&D team, including the addition of a Director of Research and Development, is integral to the company growth plan.

JOB SUMMARY:

The Director of R&D is responsible for departmental leadership and technical management of Research and Development activities for the innovative identification and development of specialised digital radio communications products. As a key member of 4RF Senior Management the role includes contributing to an interdisciplinary team, to drive overall business performance.

4RF R&D activity is closely aligned to customer and market activity. Managing the group processes and structure, to ensure 4RF's world leading design reliability and performance is maintained, while meeting dynamic market requirements is a significant focus. Additionally a substantial proportion of this role is the responsibility for the on time delivery of R&D projects.

ORGANISATION STRUCTURE:

Reports to: Chief Operating Officer

Direct Reports: Project Manager and group managers for Digital Processing, RF Engineering, Software (2), System Test, and CAD team

Indirect Reports: Remainder of R&D team currently comprised of 16 cross-discipline engineers – with recruiting for expansion underway

Other Relationships: Director of Product Management (HQ), CTO (HQ), VP Marketing (based in the UK), VP Sales (based in Israel), CEO (HQ), Director of Systems Engineering (HQ)

KEY RESPONSIBILITIES:

Key Responsibilities	Key accountabilities/expectations
<p>Organisational</p>	<ul style="list-style-type: none"> • Plan, organise, direct and control the cross functional research and development engineering function to meet 4RF objectives • Provide leadership and support at group and individual levels for R&D staff • Identify process and technology improvements, and improve overall organisational performance through lessons learned and adoption of best practices • Assessment and refinement of R&D group structure and operating practices to identify and achieve improvements in group efficiency and output to support 4RF growth • Budget development, attainment, and implementation • Key contributor to the generation, attainment and resultant reporting and accounting for funding and support applications from government agencies such as NZTE and the Ministry of Science and Innovation • Provide performance appraisals, coaching/mentoring, employee development and necessary communications regarding performance issues • Recruitment and development of world class quality personnel • Provide HR and administrative tasks such as leave maintenance, approval for training courses, HR statistic generation and reporting • Become a champion of and represent 4RF's world class and innovative R&D capability and team, both internally and externally
<p>Product Identification</p>	<ul style="list-style-type: none"> • Share overall ownership with Director of Product Management for iterative and integrated process, to agree product requirements, and ensure development activity is aligned with, prioritised, and adjusted as necessary to meet market and company goals • Ensure key 4RF engineering capabilities are identified and understood by wider 4RF product strategy team and technical innovation is included when considering potential technology and application options • Involvement in cross-departmental business case determination for new products or additions to existing product suite
<p>Development and Delivery</p>	<ul style="list-style-type: none"> • Proactively maintain the timeliness of the engineering schedule to meet market delivery requirements • Form considered and objective views, to enable incisive decisions, to resolve development impasses related to prioritisation or technology choices • Effective ownership and communication of programme delays or development roadblocks, intended resolution and impact • Signing as the final release authority on design changes, engineering drawings and other documentation • Ensuring 4RF's responsiveness to key customer requirements is met while maintaining core development programmes

Reporting	<ul style="list-style-type: none"> • Reporting of development programme status and group activities regularly to the COO
Relationship Management	<ul style="list-style-type: none"> • Maintain strong relationships and credibility with senior management and staff

QUALIFICATIONS/EXPERIENCE:

Essential:

- Senior level experience managing Research & Development teams, with success in the development of complex products involving multi-year development cycles
- Exposure to industrial wireless communications products, knowledge of telecoms in general and microwave radio and telemetry communications in particular
- Relevant degree in Electrical Engineering or similar, additionally MBA or business management experience preferred
- Demonstrable experience in the leadership and management of development processes and engineering staff
- Experience in a development environment that is used to meeting dynamic company and market needs while maintaining core development activity
- Broad technical knowledge with a demonstrable strength in software or electronics hardware development processes and methodologies
- Exposure to and understanding of business drivers for development decision making
- Proven relationship management skills
- Fluency in English

Desirable:

- Knowledge and appreciation of telecoms requirements for utilities as they affect utilities' core SCADA and Telemetry requirements and awareness of emerging technology issues in the sector
- Knowledge of additional languages

Personal attributes:

- Excellent communication skills
- Demonstrated interpersonal skills
- Capable of interacting in a cross functional engineering team environment
- Capable of interacting in a cross functional management team environment
- Ability to handle complex or difficult situations as appropriate
- Remarkable references