

All members of the company are to abide by the company's policies and procedures.

ANNEXURE A: JOB PROFILE

| 1. POSITION | |
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| Position title: | Senior Antenna Engineer |
| Department: | Product Development |
| Reporting to: | Head of Product Development |
| Job Purpose | <p>We are looking to hire a talented Antenna design engineer. In this role, you will be required to meet with clients to determine their design requirements, plan and execute the design, development, and test prototypes, and work closely with the manufacturing teams to ensure that design specifications are met.</p> <p>To be a successful antenna design engineer, you should have measurement experience in antennas and RF electronics. Have strong analytical and critical thinking abilities. A top-notch Antenna design engineer should possess detailed knowledge of engineering and design principles and be able to find creative solutions to technical problems.</p> |
| 2. REQUIREMENTS | |
| Minimum education (essential): | BEng Hons (Electronic engineer) |
| Minimum education (suggested): | Masters (Engineering, Electronic), PhD Engineering |
| Minimum applicable work experience (years): | 8 + years |
| Required nature of applicable experience: | Design experience in a broad range of antenna types and associated signal conditioning RF circuits (e.g., filters), with particular experience in the 1 MHz to 9 GHz frequency range. |
| Computer literacy (essential): | MS Office (expert-level) MATLAB (expert-level) FEKO or similar 3D CEM tools (expert-level) |
| Computer literacy (suggested): | QUCS |
| Language proficiency: | English |
| Other requirements: | <ul style="list-style-type: none"> ➤ High levels of initiative and accountability ➤ Excellent technical problem-solving skills ➤ Logical thinker ➤ Self-driven ➤ Excellent oral and written communication skills ➤ Work well under pressure and adhere to deadlines. ➤ Must be prepared to work extended hours when project deadlines require it. |



| 3. KEY PERFORMANCE AREAS, WEIGHTS, AND TASKS | | |
|--|--|---|
| Responsibilities | | <ul style="list-style-type: none"> ➤ Technical lead on Projects <ul style="list-style-type: none"> ○ Assume responsibility for all technical elements of the project and cooperate with the project management team to ensure goals for the project are met. ○ Accountability for technical success of project. ○ Make the final decisions to resolve high-level / high impact engineering issues on project. ➤ Antenna Product Development <ul style="list-style-type: none"> ○ Conceptual design ○ Building of prototypes and testing ➤ RF Product Development <ul style="list-style-type: none"> ○ RF circuit design (filters, switches, amplifiers) ○ Detailed RF design and documentation ○ Testing and qualification of RF designs ➤ Reporting and Writing <ul style="list-style-type: none"> ○ Technical report writing and presentations. ○ Draft product specifications, manuals, testing procedures. ○ Produce test reports. ➤ Sales <ul style="list-style-type: none"> ○ Participate in, facilitate, and support technical communication, training with clients, technical interactions with clients (e.g., client visits to resolve technical issues/needs) |
| KPI Contract – | | ➤ To be determined |