

Position Title	: Head Engineering
Department	: Engineering
Level	: DGM / GM
Reporting Manager	: SBU Head
Qualifications	: B.E. Mechanical/ Automobile
Experience:	: 15 Years
CTC (Per Annum)	: 15 to 19 Lacs
Location	: Plant - Bhiwadi (Rajasthan), 40 Km from IFFCO Chowk (Gurgaon)

1. Position Summary

To lead the engineering function (new product, technology and process development & improvements)

2. Principal Accountabilities	%
1. On time and first time right New Product Development	
a. New product costing	
b. Prototype/ sample development as per APQP process	30
c. Process development and productionisation	
2. Equipments procurement/ upgradation	
a. Identification of right/ relevant lean equipments	
b. Quotation and negotiation	
c. Installation and commissioning as per initial control with required Pmks	20
3. Establishment of processes and SOPs	
a. Designing of optimum processes with required Ppks	
b. Optimum designing of jigs and fixtures	20
c. Ensuring adherence to the processes and SOPs	
4. People Management and Development to build strong and motivated team	
a. Develops culture which supports Hi-tech values	15
b. Supervise recruitment for critical positions	
c. Identify development needs	
d. Create performance based culture and manage team performance	
e. Empower positions and give feedback	
5. Identify and lead improvement initiatives	
a. Promote and encourage innovative ways of executing projects	15
b. Supervise timely implementation of improvement initiatives	
c. VA/VE	
6. MIS	Required
a. Generate timely and accurate MIS and create action plan for improvements	

3. Critical Challenges

Timely and cost effective product development and technology upgradation

4. Unique Knowledge & Skills

- Knowledgeable of program management

- Engineering and quality systems know- how
- Change Management champion
- Gear technology (desirable)
- Business/Commercial thinking
- Analytical skills
- Leadership skills
- Vendor management skills

Hi-tech SUCCESS FACTORS

- Values
- Managing purpose and vision

5. Interface

Internal

- SBU Head
- Corporate & Plant Function Heads

External

- Customers
- Suppliers

6. Problem Solving & Decision Making

Observing, collecting data, analyzing, using problem solving tools, eliminations, generating optimum solutions and implementing it.