

ENGINEERING MANAGER

Department: Engineering

Direct report to: Senior General Manager

Type of position: Full-time

Type of business: Mostly B2B expanding to B2C and B2G

Type of products:

High technology software, hardware and services involving GPS technology

OBJECTIVE/JOB PURPOSE:

- 1 Actively contribute to business development activities by ensuring all engineering projects and product development policy support the company's overall strategy and goals; managing staff
- 2 Oversee the entire activities of the Engineering Department

DUTIES AND RESPONSIBILITIES

- 1 Accomplish engineering operational objectives by contributing engineering information and recommendations to strategic plans and reviews; planning, managing and overseeing the daily functions, operations and activities of the Engineering Department; preparing and completing action plans; implementing production, productivity, quality, and customer-service standards; resolving problems; completing audits; identifying trends; determining administrative system improvements; implementing change
- 2 Meet engineering financial objectives by forecasting engineering requirements; preparing an annual budget; keeping cost standards; scheduling, tracking and reporting expenditures; analyzing variances; initiating corrective actions
- 3 Accomplish engineering human resource objectives by recruiting, selecting, orienting, training, assigning, scheduling, coaching, counseling and disciplining employees; communicating job expectations; planning, monitoring, appraising, and reviewing job contributions of Engineering team members; planning and reviewing compensation actions; enforcing policies and procedures
- 4 Manage and participate in the development and implementation of goals, objectives, policies and priorities of the company; recommend within departmental policy appropriate service and staffing levels; recommends and administers policies and procedures
- 5 Define product planning and execution throughout the product lifecycle by gathering and prioritizing product and customer requirements; defining product vision; working closely with Sales and Marketing forces to ensure revenue and customer satisfaction goals are met
- 6 Develop and standardize procedures and methods to improve the efficiency and effectiveness of engineering services, projects and activities; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement and recommend to the Senior General Manager
- 7 Manage and coordinate the work plan of Engineering Department; meet with staff to identify and resolve problems; assign work activities, projects, and programs; monitor work flow; review and evaluate work, products, methods, and procedures
- 8 Develop strategic engineering plans by studying operational plans; studying existing conditions; determining needs to accomplish operational plans; updating and modifying requirements and solutions; preparing cost estimates and budgets

- 9 Monitor and control all phases of product development projects by reviewing change orders; monitoring project costs and schedules to ensure conformance with established budgets and project timelines; providing project performance quality control; administering procurement for project needs; providing project performance reports to the Senior General Manager
- 10 Conduct a variety of organizational studies, investigations and operational studies; recommend modifications to programs, policies and procedures, as appropriate
- 11 Improve product marketability and profitability by researching, identifying, and capitalizing on market opportunities; monitoring market trends and changes in regulations and technology that may affect operations; implementing policy and procedural changes after approval
- 12 Actively contribute to problem solving, externally and internally, by receiving, investigating and responding to external and internal problems and complaints in a professional manner; identifying and reporting findings; taking necessary corrective actions
- 13 Review requests by line managers to recruit new employees and make appropriate recommendations to the Human Resource Department.
- 14 Protect organization's values by keeping information confidential; fostering high integrity; guarding correct business ethics
- 15 Update job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations
- 16 Any other duties assigned by Senior General Manager or Chief Executive Officer.

WORK CONDITIONS

- Work normal working hours but may be required to do some work in evening or on off time
- Work office in Thailand Science Park, Pathum Thani

EDUCATIONAL QUALIFICATIONS & EXPERIENCE

- Minimum hold a post-graduate degree level or relevant qualification in Electronics, Information Technology, Computer Science or related Engineering field
- 5 years senior level experience of engineering within the automotive or information technology (IT) industry.

SKILLS & COMPETENCIES

- Must have excellent organization and interpersonal skills to perform diverse, specialized and complex work involving significant accountability and decision-making responsibility
- Must have exceptional analytical, computational and supervisory skills to lead the entire engineering team
- Should be able to work under extreme pressure and with the strict deadlines, as well as, keep the competitive and cost effective strategies as planned
- Strong communication skills and able to interact with people at all levels within the company and externally and team skills
- Proficiency in English, both writing and speaking. Skills in further foreign languages are on advantage
- Must be computer literate, proficient in Microsoft Office (Word, Excel, Power Point, etc.) and be able to display analytical presentation
- Must be able to adapt and operate effectively within new and challenging environments

WORK ENVIRONMENT

- Eventually travel outside the office is required with respect to making customer visits, workshops, trainings, etc.
- The jobholder is not subject to work that is physically demanding and is generally not exposed to any hazards as a direct consequence of the job
- The jobholder is on call and is required to work over time and weekends in case needed

If you are interested in this position, please submit your resume to
Khun Nattapol at nattapol.s@aapico.com and include the job position in the subject line.