

Job Title: Sr. Manager – R&D			
Business Unit:	Technology	Domain:	Embedded Systems - Product Development
Location:	Ahmedabad	Band/Grade:	
Department:	R&D	Last updated on:	22-Oct-19
		Degree of Travel required to:	25%
Purpose of Job	New Position		
Key stakeholders	External		Internal
	<ul style="list-style-type: none"> • Government officials • Vendors • Service providers • Others 		<ul style="list-style-type: none"> • Sr. Management • R&D Team • Other department head • Sarvajal Team • Piramal foundation team
Reporting structure	Role directly reports to		Positions that report into this role
	Sr. G M Tech		Project Manager, Sr. Developer, Developer, Test Engineer, Support Engineer
Essential Qualifications	<ul style="list-style-type: none"> • Engineering in Electronics or EC or IT or other discipline • Throughout experience in IT industry with demonstrable experience and evidence of success in existing role • Knowledge of Hardware design, Firmware design, Product packaging, Compliance to various standards, Production • Knowledge of IoT, Wireless comm. interface and comm. protocols 		
Age	<ul style="list-style-type: none"> • 35-40 Years 		

Essential Experience	<ul style="list-style-type: none"> • Exp. in Hardware and Firmware design and development and exp. in IoT domain • 12+ years of experience in <ul style="list-style-type: none"> - 8/16/32 bit microcontroller based hardware design, - Analog and Digital design, Power supply design, - Wireless communication (Zigbee, Bluetooth, LoRaWAN, GSM/GPRS, 3G/4G/NB-IoT), - Sensor selection - Schematic and PCB design, - Mechanical packaging design, - Compliance to various standards - Rapid prototyping - Cost optimization • Nice to have High speed board design and RF design exp. • 10+ years of hands-on experience in <ul style="list-style-type: none"> - Firmware design and development - Embedded C/C++ programming, - RTOS and file systems, - Experience in algorithm development - Various development tools • Around 5 years of Project Management experience • Experience of team handling • Willingness to work in social sector • Ability to build long term business relationships with vendors and suppliers
Competencies	<ul style="list-style-type: none"> • Project management experience of handling R&D projects • Team building and management • Ability to choose appropriate technology • Ability to communicate ideas, views, suggestions effectively and win trust of opposite person
Decision Making Control	<ul style="list-style-type: none"> • Team recruitment • Identification of suitable microcontroller/processor and architecting solution to meet the project need • Identifying appropriate vendors for services needed
Values	
Knowledge	<ul style="list-style-type: none"> • Expertise – we strive for a deeper understanding of CSR domain • Innovation – we aspire to do things creatively
Action	<ul style="list-style-type: none"> • Entrepreneurship – we are empowered to act decisively and create value • Integrity – we are consistent in our thoughts, speech and action
Care	<ul style="list-style-type: none"> • Trusteeship – we protect the interests of our customers, community, employees, partners and shareholders • Humility – we aspire to be the best, yet strive to be humble
Impact	<ul style="list-style-type: none"> • Performance - We strive to achieve market leadership in scale and profitability, wherever we compete. • Resilience - We aspire to build businesses that anticipate, adapt and endure for generations.

Key Roles/Responsibilities:

- Manage R&D projects ensuring project management process follow-up like Planning, Scope, Cost, Time and Quality management, monitoring and control, stakeholder management, resource management, risk management, procurement etc.
- Manage R&D team by working with them to plan and prioritize their workloads, set objectives, recruiting, identify and fulfil team's training need and coaching employees, communicating job expectations and appraising their performance
- Identify suitable technology and act in alignment with user needs and system functionality, Architect solution and help team during development and resolve issues
- Manage day to day operations of R&D team ensuring that planning, end-user impact, change management, training, quality management are properly addressed and monitored to ensure that deadlines, budgets and ISO9001 processes are followed and results delivered
- Manage relationships with other departments, external agencies and suppliers, ensuring contracts and service levels are negotiated in line with strategic aims and financial constraints and ongoing service is in-line with agreed contracts