



Job Description: Solution developer

i. General Information	
Role: Solution developer Hard Armor Plate, Senior	Department: Product Engineering Armor
Division: Armor Business	Job Grade/Level: Deputy Manager/ Assistant Manager / Sr. Engineer
Functional Reporting: Armor PE Head	Administrative Reporting: Armor PE head
ii. Job Objective	
<p>A highly specialised role in fast paced organization, where you will be responsible for finding feasible solutions for ballistic of Hard Armor Plates. This role will be responsible for identification and testing of ballistic material and providing a solution to customer needs.</p>	
iii. Key Responsibility Areas	
Execution	<ul style="list-style-type: none"> ▪ Support bid management and costing team in compliance sheet, BOM preparation in tenders. ▪ Prepare technical feasibility study document for tender preparation and bid enquiry. ▪ Indent creation of new material identified for test sample preparation for tender participation. ▪ Responsible for weight calculation from tender to identify solution specs required to meet customer demand. ▪ Responsible for mold solution development, all stages from material selection to product testing. ▪ Follow up with the testing team for test report. ▪ Study test report and prepare action plan if any gap identified. ▪ Provide contingency plans for risks identified in compliance sheet. ▪ Prepare risk matrix for BD projects and provide contingency plan for the same. ▪ Work towards cost improvement of products by continuous improvement in material selection. ▪ Responsible for timely completion of all tender and BD projects. ▪ Updating the ballistic data and mechanical data file on monthly basis. ▪ Preparing control plan for manufacturing of developed solution. ▪ Preparing CAPA for customer complaints and KPI nonadherence. ▪ Provide CAPA for production complaints.
Coordination & Reporting	<ul style="list-style-type: none"> ▪ Report project outcomes and/or risks to the Armor PE head as needed—escalating issues as necessary based on project work plans. ▪ Prepare and present project timelines, commercial and technical feasibility to the PE head for decision on tender participation ▪ Coordination with project coordinator for timeline status and different milestones of projects. ▪ Coordination with subordinates for status tracking of each project. ▪ Coordination with Tech-Transfer team for smooth mass production of developed solution
Development	<ul style="list-style-type: none"> ▪ Training and development plan for subordinates. ▪ Share your experience and skills to add USP in current developed solution. ▪ Identify improvement points in current developed solution to improve the quality and reduce cost. ▪ Identification and development of skills needed in team to enhance the quality of solution developed. ▪ Attend conferences and seminars related to advancement in composites and polymers.

iv. Key Performance Indicators	
Timeliness	Making sure that projects are being completed on time and if there is any discrepancy then escalation of such to PE head with new estimated timeline.
Budget creep	Making sure that the projects stay under the allocated budget and if there is any discrepancy then escalation of such to PE head with new estimated budget.
USP	Creating USP in developed solution to go beyond the customer requirements.
First Pass Ratio	Sample created should pass verification and testing in first pass to reduce re-manufacturing costs.
v. Stakeholder Interactions	

Type of interaction	Interaction with	Nature of interaction
Internal	Product Engineering head Project Coordinator	Work closely with PE head for reporting status of Business development projects in hand. Identifying new projects that can be undertaken.
Internal	Bid management and costing	Preparation of specification and feasibility sheet and timelines to meet tender requirement.
Internal	Product manager, Innovation	New projects identification to increase product portfolio and improve participation ratio.
Internal	Tech- transfer	Issue in mass production of developed solution. Support in new projects identified from tech-transfer.
Internal	QC	Provide CAPA for customer and QC complaints.
External	Testing facilities	Support in generation of test reports and validation.

vi. Job Specifications

Qualification	Min. qualification required	M.Tech/ B. Tech in Material Science / Composites Engineering/ Mechanical Engineering, Polymer engineering or Equivalent.
	Other desired qualifications	Prior experience in Ballistic equipment designing such as Safety Armor, Helmets, Shields etc.
Relevant Experience	Min. no. of years of relevant experience required	4 to 6 years of overall experience, 2 to 3 years in similar role
Knowledge and Skills Required		<ul style="list-style-type: none"> • Knowledge of ballistic materials, energy absorption composites. • Knowledge of Ballistic testing standards NIJ, UL752, ASTM. • Experience in armor end article fabrication. • Good knowledge of physical and mechanical properties of different materials used in safety equipment. • MS Office (Word, Excel, PowerPoint), Data Analysis. • Cost estimation and project feasibility study • Significant experience working in cross-functional teams to develop new products and technology in highly regulated environments