



Job Description: Vehicle Protection head

i. General Information	
Role: Vehicle Protection head	Department: Product Engineering Vehicle Armor
Division: Armor Business	Job Grade/Level: Senior Manager
Functional Reporting: Armor PE Head	Administrative Reporting: Armor PE head
ii. Job Objective	
<p>A lead position role in armor business. The position will be responsible for overseeing the product engineering processes in Vehicle Armor business, checking the quality of design, and providing input on the technical details of the products.</p>	
iii. Key Responsibility Areas	
Execution	<ul style="list-style-type: none"> ▪ Effectively manage the Vehicle Armor Product Engineering department's running projects- Scope, timeline, and budget. ▪ Manage the process improvement activities in Product Engineering pertaining to First pass ratio, design time improvement and Manpower Utilization. ▪ Work towards reduction in customer complaints by implementing administrative/ Engineering controls in design procedures. ▪ Approval and implementation of CAPA/ RCA reports against the customer complaints received. Horizontal deployment of the countermeasures planned in CAPA. ▪ Provide technical input on design developed by solution developer and see wherever USPs can be provided. ▪ Responsible for following of SLAs defined in each process. ▪ Update standard products list to match the new products developed. ▪ Bring ideas of new products to the solution developer and Product Manager. ▪ Development and Execution of training and development plan for Product Engineering team. ▪ Budget monitoring of the projects in Product Engineering. Work towards budget per project reduction year on year. ▪ Responsible for KPIs and KRAs of Product Engineering department. ▪ Identification of gaps in current Product Engineering Procedures and preparation of Training and Development plan for bridging the gaps. ▪ Identification of tools and software needed for efficiency improvement in Production Engineering. ▪ Setting the target cost for new product along with the Market researcher, PE head and working towards alignment of design procedures to achieve the target cost. ▪ Review, implement and update company's records for the department e.g., training metrics, performance reviews, risk assessments, KPIs, SLAs ▪ Lead the team in new product development design process along with testing and Sample development. ▪ Set department objectives/KPIs and review and assess ongoing performance of direct reports ▪ Communicate KPIs from the strategic annual plan for department awareness. ▪ Report on achievement of targets and identify any actions required ▪ Oversee Engagement and team building exercises for Product Engineering team.

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. ▪ Coordinate with PE head and sales to discuss the cost of new products. ▪ Provide weekly and monthly reports to PE head: Performance of Vehicle Armor PE team. ▪ Coordination with project coordinator for timeline status and different milestones of projects. ▪ Coordination with subordinates for status tracking of each project and design, Samples approval ▪ Coordination with Sales team for participation and conversion status of projects.
Development	<ul style="list-style-type: none"> ▪ Development of Training plan for PE team to improve the design process. ▪ Contribute to the creation and implementation of best practices in product engineering; planning vision, strategy, policies, processes, and procedures to aid and improve design performance. ▪ Development and implementation of improvement projects to improve current design processes including testing and prototype development.

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.
Tender participation and Conversion	Making sure that conversion ratio and participation ratio are increasing by improving the technical skills of team.
Contribution Margin	Work towards increasing the contribution margins of most selling products
Revenue	Work towards increasing Revenue of Vehicle Armor department.

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	Solution developer	Approval of solutions and support in the same. Taking status of samples and enquiry participation.
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	Approval of CAPA for customer and QC complaints along with QC.
Internal	Sales	Provide Prices of new products and standard product list.

vi. Job Specifications

Qualification	Min. qualification required	MTech in Material Science / Composites Engineering/ Mechanical Engineering, Polymer engineering or Equivalent.
	Other desired qualifications	Prior experience in Ballistic equipment designing such as Safety Armor. Experience of handling 5-10 people team.

Relevant Experience	Min. no. of years of relevant experience required	5-7 year of experience in a 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 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. • Market research knowledge and competitive landscaping skill available. • Knowledge about base price calculation. • Significant experience in working with 5-10 people and cross functional teams. • Experience in conducting multiple projects, PAAP, product costing and ROI analysis.