

## Position Description: Head of Engineering

Position Title: Head of Engineering  
Functional Group: Engineering  
Reports to: CTO  
Date: August 2018



### Our Company

Coretex is a world-leading technology company that creates innovative fleet management and IOT solutions for organisations that operate in mission-critical environments. Our start-up culture and 'can-do' attitude helps us take on the best and win. Our proprietary technology platform helps organisations run more efficiently and comply with complex legislation through intelligent use of data gathered directly from fleet assets.

Coretex has customers all over the globe. Our business is run from offices in New York, San Diego, Auckland, and Sydney. We have ambitious growth plans that will see us further expand operations over the coming weeks, months and years.

### Our Mission

At Coretex we believe that technology should be used to create a safer, cleaner and more productive society. The world's resources are under increasing pressure - to keep growing, we have got to figure out how to do more with less.

Our goal is to help operators drive better business results by improving their asset utilization, reducing fuel consumption and minimising the wear and tear on people and machines - all whilst ensuring that operators remain compliant with all relevant legislation.

### Purpose of this Role

This role is accountable for managing and coordinating the resources and processes to deliver software, firmware and hardware releases of all Coretex's engineering products and services, while working closely with the CTO in defining the strategy for the product development teams by driving initiatives that deliver to the company's vision and roadmap in a timely manner.

### Responsibilities

The outcomes listed below describe the tasks the Head of Engineering may be expected to carry out. This list is indicative of the role and is not exhaustive.

- Working closely with the CTO, assist in formulating the company's future strategic direction and develop supporting tactical initiatives.
- Provide technical advice to the CTO.
- Manage, lead and mentor technical teams leads.
- Own the development processes using Agile methodologies and Scrum across of engineering groups.
- Plan, co-ordinate & facilitate feature release and product launch.
- Distil and assist the product management group in facilitating agreement for prioritization of the product road map.

## Coretex Position Description

- Plan, design, build and deliver effective, robust and efficient engineering solutions to support the rapidly growing business and usage scale.
- Work directly with engineers, product managers, business analysts and technical experts to conceptualize, build, test and realize enterprise-grade robust products.
- Push the boundary of delivering new features and what is possible and apply pragmatic approaches to building sustainable solutions.
- Manage the teams daily, providing performance management to optimal levels, and coaching around career development.
- Keep up to date on the latest industry trends in the Telematics industry.
- Explain technologies and solutions to technical and non-technical stakeholders.
- Define and ensure compliance of new feature requests to a project delivery process, including specification, project timelines and signoff.
- Establish and maintain effective engagement with internal and external business relationships to identify, track, manage and meet the functional and non-functional requirements to deliver a project that meets changing needs and expectations.
- Identify resource requirements to deliver to the milestones identified in project and development plans.
- Resolve conflicting intra-dependencies across various aspects of Engineering.
- Implement appropriate testing processes and guidelines to ensure quality of deliveries.
- Provide status reports on project delivery timeframes.

## Reporting Relationships

The Head of Engineering reports directly to the CTO.

The following roles/teams report to the Head of Engineering;

- 360 Teams
- IBE Team
- Mobile Team
- Waste Team
- Production Team
- Technical Writer
- Hardware Team
- Firmware Team
- Agile Coach
- Software Development Manager
- Database team

The Head of Engineering will require effective relationships with the following teams and roles:

- Operations Department
- Finance Department
- Chief Marketing Officer
- Chief Science Officer

## Team Member Responsibilities

In consultation with management and your team;

- Establish the most appropriate work and project related goals.
- Ensure goals can be directly related to company objectives.
- Break goals down into specific, achievable and measurable objectives for team.
- Document these to form a suitable work Plans.
- Schedule regular meetings with your supervisor to review progress against plans.

## Quality / Health & Safety Accountability

All staff are authorised to take suitable action to prevent, avoid and where possible eliminate quality and health and safety issues within their job area.

## People Specification

### Implementing Strategy

Implements strategy at a global level, with plans which clearly outline what is to be achieved; puts contingency plans in place; clearly defines milestones and time scales and monitors these; makes decisions in line with the strategic direction.

### Technical Competencies

Strong software development background. Proven technical competence in the areas of cloud computing, mobile & web application development using pragmatic agile approach, risk and control. Ability to drive manage a hardware product Lifecycle will be a good advantage.

Strong problem solving skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.

High level of integrity, professional ethics and dependability with a strong sense of urgency and results-orientation.

### Communication Skills

Strong interpersonal skills, ability to communicate and manage well at all levels of the organization and with staff at remote locations essential.

### Aligning and Motivating

Manages attitudes in line with strategy; openly and honestly communicates the company position and asks people to be involved beyond the job requirements; challenges the team to continuously improve; recognises the need to support staff through transition periods; uses rewards to reinforce positive behaviour and outcomes.

### Managing Performance

Sets measurable goals and targets; monitors performance, celebrates successes and identifies poor performance; raises issues with those concerned; avoids emotional involvement, remaining objective and uses relevant and appropriate evidence to base feedback and decisions; remains discreet; works with the parties to address issues and improve performance.

## Qualifications

- A Bachelor's degree in computer science, or related discipline and 15+ years of progressively responsible experience for a company or division of a large corporation.
- A strong development background is mandatory.

## Why Work with Us

This is a great time to join an agile and fast growing NZ technology company that's taking on the world. Coretex is the kind of company that gives you the opportunity to make a difference.

The Coretex team is driven, professional and focused. We're big on teamwork and open doors. We are passionate about providing our customers with the best technology and experience, and we like to have fun while we're doing so.

The development and growth opportunities are as unlimited as our business growth – locally and internationally.

## Location

The position will be based in Grafton, Auckland