

Position Title:	Systems Engineering Manager		
Department:	Engineering		
Function:	Systems Engineering		
Level of role:	Senior Management	Location:	Melbourne. Core engineering function resides in Melbourne. Bid Projects and customer related activities may require travel to Brisbane and Canberra sites.
Security level required:	NV1	ITAR designated:	Yes

Key Relationships: (Internal/ External)
<p>Internal:</p> <ul style="list-style-type: none"> Functional Managers, Project Managers and Project Engineering Managers, Systems Engineers, Other Engineering Staff, ILS staff <p>External:</p> <ul style="list-style-type: none"> Customer Project and Technical Staff (including Customer Engineering Manager and Design Acceptance Authority Representative), subcontractor engineering managers/staff

The Company and the function:	<p>Elbit Systems of Australia Pty Ltd (ELSA) is a growing presence in the defence and law enforcement industries in Australia. A subsidiary of Elbit Systems Ltd, ELSA develops state of the art technologies and integrates them into the Australian market. ELSA's main business is Systems Integration for the Australian Defence Force (ADF), with an emerging presence in the law enforcement, intelligence and cyber markets.</p> <p>Systems Engineers participate and influence most of our activities from bids and proposals, customer demonstrations and trials, project and product engineering, requirements gathering and development, system design, integration, verification and delivery and therefore constitutes the engine behind ELSA's delivery.</p>
Position Purpose:	<ul style="list-style-type: none"> Manage the systems engineering function through subordinate functional managers. Maintain the company's systems engineering framework and govern its implementation in the systems engineering function. Influence and allocate systems engineering services to Projects and Bids from conception through to design, realisation, integration, verification, acceptance and support. Shapes the development of systems within a dynamic, multinational company providing cutting edge technology to the ADF. Responsible for quality delivery of all Systems Engineering artefacts for each project scope. The scope of engineering activities includes systems engineering, design, verification and specialty engineering.

Core Responsibilities:	Key Tasks:	Expected Results:
Systems Engineering Functional Activities	<ul style="list-style-type: none"> Leadership of the systems engineering group through flow-down of organisational objectives, performance management and development of systems engineering capability 	<ul style="list-style-type: none"> A Systems Engineering framework benefitting (both employees and customers) from continuous improvement

	<ul style="list-style-type: none"> • Provide mentoring of Systems Engineering Staff • Influence the continued improvement and development of Engineering Department plans and processes 	<ul style="list-style-type: none"> • Quality development and nurturing of workforce capabilities
Systems Engineering Project Activities	<ul style="list-style-type: none"> • Assist Project Engineering Managers (PEMs) in project delivery through proactive guidance and review of systems engineering artefacts/deliverables. • Orchestrate system engineering activities in accordance with recognised systems engineering framework based on standards such as SCRUM, ANSI/EIA-632, ISO/IEC 15288 or the INCOSE Systems Engineering Handbook. • The identification and quantification of system goals and capabilities. • Application of System Safety to all engineering activities, including regulatory compliance. • Application of System Security to all engineering activities, including regulatory compliance. • Responsible for exercising individual knowledge, skills, initiative and professional judgement in order to resolve issues and problems with project scope. 	<ul style="list-style-type: none"> • Delivering against commitments of professionalism and quality. • Production of coherent engineering artefacts embodying the applied Systems Engineering approach, which is both technically and commercially feasible. • Delivering products that are safe, fit for purpose and environmentally compliant.
Planning engineering work packages	<ul style="list-style-type: none"> • Develop a strategy for engineering delivery. • Develop work breakdown structures (WBS) and detailed bases of estimates for each work package • Include risk mitigation strategy in the engineering planning • Develop an engineering schedule and integrate it into the overall project schedule • Develop and maintain a Systems Engineering Management Plan (SEMP) • Scope of engineering planning includes systems engineering, safety engineering, design engineering, specialty engineering and V&V. 	<ul style="list-style-type: none"> • Engineering delivery strategy that meets cost and schedule constraints of the project • Engineering plan that is well communicated to the engineering team and project stakeholders • Plan is actively used to guide engineering activity and is regularly updated as the project moves into different phases
Ensure company resources are in place to support project engineering activities	<ul style="list-style-type: none"> • Manage the roll-on and roll-off of people (including contractors) in the project engineering team • Manage the allocation of shared engineering resources to specific project tasks 	<ul style="list-style-type: none"> • Resources allocated to the project at the right time, within the budgeted cost, and with the right competencies and behaviours • Project personnel are motivated and performing at a high level

	<ul style="list-style-type: none"> • Support the performance management and development of ELSA engineers allocated to the project • Manage the establishment of corporate tools and project-specific tools/systems to support the engineering plan 	<ul style="list-style-type: none"> • Engineering tools/systems meet the needs of the project and are available to those that need them at the right time
Manage the engineering activities in accordance with the approved engineering plan	<ul style="list-style-type: none"> • Status all engineering activities against the approved schedule • Allocate resources (including contract staff) to tasks in accordance with required competencies and with adequate project briefing for the tasks. • Manage all engineering contract deliverables for on-time delivery to the customer • Manage all engineering artefacts that are required for delivery to internal customers such as ILS and production 	<ul style="list-style-type: none"> • Managerial understanding of all engineering activities within the scope of engineering work • Control of engineering activities and understanding of associated design maturity • Understand engineering resource requirements and align tasking to strengths of allocated resources • High quality engineering artefacts are delivered to customers • Engineering activities are adequately controlled through configuration management activities and processes • Designs are approved by delegated technical authorities for the associated systems. • All engineering activities are aligned to satisfying the scope of the contract and the company's governance requirements.
Report status of engineering work packages	<ul style="list-style-type: none"> • Capture metrics for management of engineering activities • Conduct engineering (design) reviews (internal/external) • Deliver financial reporting (Cost Account Manager activities) • Continuous improvement of the systems engineering aspects of the ELSA engineering framework (including processes, work instructions, templates, DOORS infrastructure, competency framework, training) 	<ul style="list-style-type: none"> • Metrics measure the progress of important activities within the project • Metrics are available and are used by the whole project to drive project performance • Reporting focusses enabling management to support project delivery
Customer management	<ul style="list-style-type: none"> • Correspond with the customer in a range of informal and formal modes • Conduct engineering reviews and working group meetings in accordance with the contract and to manage the technical risks • Manage the delivery of contracted engineering deliverables and address customer responses in a timely fashion 	<ul style="list-style-type: none"> • Documented agreements and positioning with the customer • Strong working relationship with the customer's engineering team • All customer meetings are used to manage project risks and opportunities • Engineering deliverable are delivered on time and with minimal customer feedback

Sub-contractor technical management	<ul style="list-style-type: none"> • Develop engineering aspects of the statement of work • Review the sub-contractor's plans • Review the sub-contractor's engineering deliverables • Work with the sub-contractor to manage technical risks and opportunities 	<ul style="list-style-type: none"> • Sub-contract covers the engineering scope of required work and deliverables; and is aligned to the overall project • Subcontractor delivers the required deliverables in accordance with the contract and the approved plan
Support the project's overall objectives	<ul style="list-style-type: none"> • Manage the project interfaces into the engineering work packages (ILS, Production, project management, commercial, etc.) • Support the project manager in overall planning, management and reporting activities. • Monitoring requirement implementation in all projects 	<ul style="list-style-type: none"> • Agreement with other groups in the project on schedule for internal deliverables • Project lead team acts on project priorities and not on work package priorities
Workplace Health and Safety	<ul style="list-style-type: none"> • Take reasonable care to ensure personal safety and health at work and of other persons in the work place • Observe all safe working practices as directed by the supervisor and the use of personal protective equipment as and when provided • Report ALL accidents, incidents and hazardous situations arising in the course of work 	<ul style="list-style-type: none"> • Proactively address identified safety issues

Training & Qualifications:	
Essential	Desirable
<ul style="list-style-type: none"> • Tertiary qualification(s) in Engineering • Extensive engineering experience in a commercial environment • Significant experience leading an engineering team 	<ul style="list-style-type: none"> • Masters of Engineering degree in C4I centric discipline (e.g. Communications, Information Systems, Software, Electrical)
Work Experience & Industry Knowledge:	
<p>Experience (Desirable)</p> <ul style="list-style-type: none"> • Working with software, communications and system integration projects • System Safety Engineering • System Security Engineering • Defence engineering projects • Project Management • ASDEFCON and TRAMM-L • Configuration management • Managing subcontractors • Customer relationship management 	

Knowledge

- System Development Lifecycle (SDLC)
- Agile Development methodologies
- ILS and production

Core Behavioural Competencies & Skills:

- Managing senior stakeholders
- Team building and team communications
- Motivating others
- Negotiation skills
- Planning and coordinating
- Analysing project performance
- Excellent written, verbal and interpersonal communication skills
- Proactive support to customers/stakeholders
- Adapting quickly to changing and volatile project requirements
- Willing to undertake domestic and international travel when required