Job title: Technical Director
Location: Santander - Spain, with travel to London and international destinations
Contract: Permanent contract
Responsible to: Chief Executive Officer
Member of: Senior Management Team
Responsible for: Technical team engineering staff
Overall purpose: To establish, build and lead on all aspects of ASYSOL’s technical functional area including: identification of technology; lifecycle, maintenance, planning and implementation, training and knowledge transfer.

Background to the organisation

Antenna Systems Solutions (ASYSOL), strives to lead in the invention, development and manufacture of the RF industry’s most advanced antenna systems, including antenna metrology, antenna development, microwave components, automation and software. We translate these advanced technologies into value for our customers through our professional solutions, services, consultancy, professional training and valued employees worldwide.

Antenna Systems Solutions S.L. (ASYSOL) was founded in March of 2010 as a spin-off company of the RF Group of the Technical University of Madrid in Spain. The group has been heavily involved in antenna design, manufacturing and testing for the last 35 years and still acts has a strong pillar for research and development.

In 2011 ASYSOL re-developed some of its core products such as positioners, controllers and the ASYSOFT software package (previously known as PROCENCA); this allowed it to break through on the international stage with a major order from Rohde & Schwarz, in the United Kingdom, on behalf of the University of Kent. Since then, the company has been expanding rapidly across the majority of Europe and beyond.

In 2012, senior management took the decision to relinquish 54% of the shares to TTI, a Telecommunications and Informatics company, based in Santander (Spain). TTI is an SME that works in the technological forefronts of space, military, telecommunications, science, and information technology sectors. It was founded in 1996 entirely with national private capital and comprises an expanding team of more than 100 highly qualified engineers who come from the European Space Agency (ESA), different R&D institutions and the University of Cantabria.

Today, ASYSOL is a fully fledged and dynamic organisation; we are continuously expanding by increasing our customer share and signing up new representatives/distributors across most territories.

Background to the role of Technical Director

Since the beginning of 2010 ASYSOL, has grown significantly and now has a significant install base across Europe. The Senior Management Team (SMT) and Board have identified the enhancement of the technical capacity, skills and knowledge of the programmes as a critical next step in the strategic development of the organization. The role of Technical
Director will lead and manage this process, working in close collaboration with the Sales & Marketing Director.

ASYSOL’s business plan seeks to achieve ambitious growth over the next four to five years, in terms of income, activities and impact. The recruitment of Technical Director as a member of the Senior Management Team (led by the CEO together with the Sales & Marketing Director) is a fundamental stage of that ambitious growth and will critically enhance the organization's ability to assess, provide input to, and improve the technical aspects of its programmes.

**Main duties and responsibilities**

**Establish, build and lead on all aspects of ASYSOL’s technical function**

- Lead and drive the development of the technical function in line with ASYSOL’s strategic and business plans and values, working closely and collaboratively with the Sales & Marketing Director to assist in the delivery of cohesive, high quality, high impact programmes.

- Work with the Senior Management Team to assess and evaluate ASYSOL’s technical needs with respect to impact and effectiveness of programmes, and company development.

- Prioritise initial activities and progress according to ASYSOL’s resources (time and money) and operational realities.

- Communicate progress and consult with Senior Management Team at critical decision points

**Internal and external reporting on progress and impact of ASYSOL’s technical work**

- Work with the Programme Team and Marketing Team to develop and implement a strong and relevant reporting framework to measure quantitatively – and demonstrate qualitatively – outputs, outcomes and impacts of ASYSOL’s technical work.

- Report on areas of success and need for improvement as part of the institutional framework to the Senior Management Team, and feed that learning effectively into the development of the strategic direction of ASYSOL’s technical function. Ensure that internal and external stakeholders, including the Senior Management Team and Board, are appropriately kept abreast of ASYSOL’s technical developments.

**Contribute to building, developing and strengthening ASYSOL’s global impact**

- Work with ASYSOL’s administrative, finance, logistics and IT functions to adapt and enhance ASYSOL’s procedures where appropriate to accommodate technical aspects of the work

- Work closely with the Senior Management Team to contribute proactively, collaboratively and positively to the continuous improvement of the organisation’s strategic aims, marketing capacity, programme development and intervention model.
• Work as part of ASYSOL’s Senior Management Team to build, facilitate and develop an internal culture of collaboration, pro-active and effective communication and cross-team learning to maximise ASYSOL’s contribution to the world wide antenna measurement and antenna industry in the world.

**Build and support relevant external relationships**

• Work with and through current contacts and develop new, relevant and innovative links especially related to technical issues, to build a positive name, reputation and brand for ASYSOL in line with the global strategy and business plan.

• Strengthen the organisation’s global positioning and ability to achieve its mission through the enhancement of relationship building with respect to the technical function.

**Other**

• Tasks as appropriate and as agreed with the Chief Executive Officer

**Person Specification**

**Experience, skills and competences**

**Essential**

• Engineering qualification with a strong content of RF and antenna theory modules
• Strong technical skills in applied electromagnetics
• A sophisticated understanding of the design of appropriate technology and relevant operational and strategic activities
• A demonstrable track record of successfully leading, building and delivering a strategic functional area or an organization
• Experience in capacity building or mentoring, preferably at all stages of the process including design, implementation and assessment. Demonstrable experience of building capacity at distance.
• Exceptional interpersonal skills with demonstrable success building, maintaining and progressing relationships within and between organisations. Success at working appropriately and effectively with individuals at a senior level, in person and at a distance.
• Exceptional management, organisational, and coordination skills with proven ability to prioritize and control a demanding workload and work effectively under pressure to meet tight deadlines.
• Demonstrable success in building teams, including strong experience in recruiting, line management, matrix management and performance management.
• Knowledge and/or understanding of challenges of working in an international environment gained through either professional or personal experience.
• Excellent IT skills across Microsoft Office (Word, Excel and Powerpoint)
• Excellent written and spoken communication skills in English including proven experience in bid proposals.
Desirable

- Knowledge and / or experience of working with near-field, far-field antenna and compact antenna test measurement systems with an emphasis on statistical measurement analysis.
- Knowledge and / or experience of working with the CST, CHAMPS and GRASP electromagnetic software simulating suites as an aid to design antennas
- Knowledge and / or experience of working with positioning systems including design of complex control loop systems
- Experience of project assessment and evaluation.
- A PhD qualification in a relevant discipline e.g. Telecommunication Engineering/Antenna Engineering
- Spanish language skills

Attitude and approach

Essential

- Willingness to demonstrate leadership, thought, strategic and operational, whilst be able to listen to others and recognise their contribution
- Highly collaborative in nature
- Ambitious, “can-do” attitude with an entrepreneurial nature
- Resilient and with the ability to think creatively to overcome challenges and effectively engage with new situations
- Flexible, keen to learn and hard worker
- Able to work independently while being a team player and strong communicator
- An analytical and methodical approach
- Willingness to undertake a range of tasks

Terms and Conditions

Hours of Work: Full time, 40 hours per week over 5 days
Annual Leave: Leave year runs January to December. Full time members of staff are entitled to 27 days holiday per annum plus all public holidays. In addition the office is closed between Christmas and New Year and members of staff are awarded these three days as additional holiday.

Place of work: Our office is currently located in Santander; occasional travel to our branch office in Madrid and international customer sites is required.

Term: There will be a six month probationary period upon successful completion of which, the contract will be confirmed.

To apply for this position please contact our HR Department at: employment@asysol.com