



HEAD OF ENGINEERING

FUNCTION TEAM: Engineering

LOCATION: Randwick, NSW

The Company

Ocius Technology is an Australian company that builds autonomous Uncrewed Surface Vessels (USVs). These USVs use the energy of the weather - sun, wind, and waves, to act as persistent monitoring and communications platforms. We are embarking on an ambitious program of building and deploying multiple USVs for operations around Australia and beyond.

The Function

The Engineering function is responsible for maintaining and enhancing the design of Ocius assets, particularly the Bluebottle platform, while actively responding to operational and production requirements to ensure continuous improvement.

Key responsibilities include:

- Building the Engineering Function to take it to the next level
- Leading and managing a team to deliver strategic priorities
- Leading product design with a strong emphasis on Research & Development and Innovation.
- Ensuring governance and compliance by developing and adhering to standard operating procedures, safety protocols, and project reporting requirements.
- Leading new prototype designs with the CEO

The Role

The position will lead the Engineering Ocius Bluebottle hardware and software functions, possessing a strong technical background, excellent leadership skills, and a proven track record of managing engineering teams to deliver high-quality design on time and within budget.

As the Head of Engineering, the role is responsible for setting the engineering direction, ensuring that our engineering practices are safe, up-to-date and aligned with industry standards, overseeing all engineering activities, including product development, project management, management of the engineering budget, ensuring that resources are allocated effectively and that projects are delivered on time and within budget.

The role is expected to mentor and develop a multidisciplinary engineering team, fostering a culture of innovation, collaboration, and continuous improvement.

The incumbent will work closely with the Engineering Design authority which comprise of a small team of Principle Engineers and CEO with the authority for design and project management assurance and advisory.

Key Responsibilities

The role is accountable for overseeing, leading and effectively developing teams to achieve the following.

1. Strategic Leadership:

- Collaborate with the CEO and executive team to define and execute the company's strategic vision and goals.
- Drive a safety culture by identifying and implementing the appropriate actions needed to effect change
- Develop and implement strategies to support the company's growth and sustainability.

2. Engineering Initiatives

- Provides engineering analysis to contribute to the development of strategic plans and sustainability.
- Integrates engineering objectives into business planning. Interpreting plans, drawings and specifications, and providing advice on engineering methods and procedures to achieve production requirements. Ensuring conformity with specifications and plans, and with laws, regulations and safety standards.
- Implements engineering processes to monitor and adjust team performance within the organisation's continuous improvement policies.
- Undertakes risk assessment within organisational guidelines and develops quality plans for engineering operations.
- Achieve efficiencies within the Engineering function i.e. processes, systems, and practices to ensure the business remains efficient, cost-effective, and scalable.
- Business Process Improvement: In consultation, identify opportunities for design and process improvements and implement best practices to enhance efficiency and effectiveness across teams, including undertaking retrospectives, lessons learned capability for continuous improvement.
- Utilise data and metrics to drive decision-making and track scorecard performance.
- Establishes and monitors processes so that continuous improvement is achieved at all levels of the business.

3. Team Leadership and Safety:

- Lead, mentor, and develop a high-performing multi-disciplinary engineering team
- Allocate roles and responsibilities to staff to achieve engineering plans and provides engineering leadership.
- Foster a safe, positive and productive work environment that encourages employee engagement and retention. Ensures the adherence to ethical, OH&S and quality standards.
- Drives a safety and quality first culture within Engineering and across the company

4. Financial Management:

- Work with the CFO to ensure financial targets are met and to optimise operational expenditures.
- Works with others to develop engineering performance targets and financial plans and provides advice on engineering related costs and risks
- Manages resources effectively to drive the delivery of engineering projects, priorities within the team and across the company

5. Customer:

- In collaboration, support the growth of market segments, through engineering solution and delivery that meets customer expectations
- Working closely to support the Head of Business Development, Head of Operations and Maintenance and Head of Production, ensure the customer requirements are met and managed escalated issues as they pertain to contract management
- Build strong ties between Operations and Contract Management to ensure the mission delivers on intended outcomes

6. Stakeholder Engagement:

- Build and maintain relationships with key stakeholders, including partners, clients, and vendors.
- Represent the company in meetings, and industry events as needed.
- Prepares and presents business plans / budgets in accordance with the organisation's guidelines and requirements

Demonstrated Personal Attributes

Problem Solving, Critical Thinking and Evaluation

- Aligned with Ocius Vision, Mission and Values.
- A proactive approach to fulfilling responsibilities.
- Excellent communication and interpersonal skills.
- The ability to self-motivate and motivate team.
- Critical thinking and problem-solving skills.
- Results driven mindset.
- Ability to analyse data and make informed decisions.

Collaboration and Communication

- Effective communication, collaboration, and the ability to work with cross functional teams
- Work closely with the operations team to ensure alignment with short term goals
- Collaborate with other departments to understand and address their needs
- Ability to work well in a fast-paced and dynamic environment where initiative is required for success.

Leadership and Strategic Planning

- Role model behaviour to develop, lead mentor and manage high performance
- Effective communication, collaboration, and the ability to work with cross functional teams
- Work closely with the Engineering teams to ensure alignment with strategic goals.
- Collaborate with other departments to understand and address their needs.
- Stay updated with the latest industry trends and technologies.
- Ability to work well in a fast-paced and dynamic environment where initiative is required for success.

Research, Innovation and Continuous Improvement

- Evaluate and own the impacts of the design and take ownership for improvements.
- Develop safe and sustainable solutions.
- In adherence to legal and ethical considerations, make decisions in collaboration with stakeholders and team members.

Demonstrated Skills, Experience and Qualifications

- Bachelor's degree in engineering or a related business discipline
- Demonstrated People Leadership experience, growing developing and leading high performing multi-disciplinary Engineering teams
- Proven work experience as a Head of Engineering or similar leadership role in engineering
- Applied knowledge of safety regulations and industry standards
- Advanced understanding of engineering principles and procedures
- Excellent organizational, and project management skills
- Proven commercial acumen at a strategic leadership level driving company and teams forward

Essential Requirements

- Australian Citizen.
- Ability to obtain and maintain a minimum of Defence Security Clearance–NV1.