



## **POSITION PROFILE**

Position Title:       Systems Engineer  
Reports To:         Engineering Manager

### **Key Cultural Competencies:**

- Clearly grasps the overall vision and goals of a program
- Organized, attentive to details, strong planner
- Produces desired results on time and on budget, results oriented
- Team player, team oriented
- Innovative, flexible, embraces change
- Values free enterprise, patriotic
- High work ethic, dedicated, loyal
- Lifelong learner, always seeks to grow professionally and personally
- Responsible and accountable
- Passionate leader, inspires and challenges others
- Awareness and sensitivity to potential business opportunities
- Highly ethical, honest, operates from the highest levels of integrity
- Professional in demeanor and appearance, graceful under pressure
- Passionate for his/her work, self-motivated
- Operate inside the arena
- Good verbal, written and visual communicator
- Positive, friendly and energetic, skilled at building relationships, deals effectively with people at all levels

### **Qualifications:**

- US Citizen
- At least 10 years' experience in a highly technical research and development, engineering and/or manufacturing environments or equivalent
- Demonstrated expertise in technical development and/or analysis of engineering application(s) (electrical, mechanical, hardware, firmware, software, etc.)
- At least 5 years' exposure to managing technical projects; including but not limited to schedules, budgets and other resources
- Demonstrated skill at galvanizing a multi-disciplinary team in working towards a common goal
- Experience interacting with Customers and building relationships centered around technical understanding and mission objectives. Experience and competent in working with Microsoft Office suite (PowerPoint, Word, Excel, Visio, and Project)
- Bachelor's degree or higher in a related field or equivalent
- Experience working closely with multiple disciplines such as electronics, mechanical, software and management

**Key Results:**

- Interfaces with customers, the Development Team, and Program Managers to establish program requirements, system design and architecture, and deliverables to meet cost and schedule budgets
- Develops test plans and test procedures based on program requirements
- Analyzes requirements for compliance when testing is not practical
- Maintains high level view of the system objectives as a whole to ensure elements of the system fit together to satisfy the needs of the Customer, as specified in documentation
- Ensures smooth and effective integration of internal subsystems and with customer systems
- With Program Manager, ensures programs stay “on budget” and “on time”
- Ensures quality standards are met 100% of the time

**Responsibilities may include, but are not limited to:**

- Plans, coordinates and monitors the technical performance of Company programs.
- Assists in the development of specifications from customer requirements
- Orchestrates project designs, prototype builds and testing, third party environmental testing, final acceptance validation, and project documentation.
- Ensures adherence to program goals.
- Eliminates internal and external ambiguities in the design and development process.
- Identifies technical program problems and leads the Development Team towards solving them.
- Takes ownership of the engineering processes and is the principal quality liaison.
- Other activities as identified and assigned.

I have read and understand the above profile for my position at Iris Technology Corporation. Additionally, I am aware of the relevance and importance of the activities of my position and how they contribute to the achievement of Iris' quality objectives.

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Printed Employee Name

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Employee Signature Date

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Supervisor Signature Date