



JOB DESCRIPTION FORM

IDENTIFICATION			
Job Title:	Team Lead - Functional Development		
Unique Job Code	CPL-TL001	Date	02-01-2022
Business Area	Engineering	Work Time	Full Time (Flexi)
Contract Type	Permanent	Location	Bengaluru (Bangalore)

PURPOSE			
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ROLE

The Team Lead - Functional Development will be responsible for developing the user experience for all products developed by Coexlion, including full vehicles and major vehicle systems. Both for external clients and for internal Coexlion projects. Projects will be predominantly in the domain of electric motorcycles and scooters. The Team Lead will take end to end responsibility of functional performance, defining targets though benchmarking, developing the performance using physical prototypes in the concept phase and validating at the conclusion of the project.

The Team Lead will be an integral part of the global engineering team and will work closely with their colleagues in the UK and India to deliver functional performance that meets overall project requirements of cost and quality, within the constraints of the program timing. Responsibilities will include breaking project level user requirements into component and system level target performance specifications. Using a QFD process to define subjective requirements in engineering attributes and objectives. The Team Lead will be managing the progress to the targets, escalating any critical deviation when appropriate.

User experience will include, but not be limited to, the following key areas:

- Ergonomics
- Comfort
- Use of controls
- HMI - clarity and ease of use.
- Ride and Handling
- Braking performance (including regulatory compliance)
- Tyre selection and development (Including rolling resistance and wear characterisation)
- Aerodynamics and thermal performance.
- Power delivery
- ABS / TCS

The Team Lead will report to the Technical Director. The Team Lead will head a multidisciplinary team comprising of test riders, test engineers, and technicians. The Team Lead is expected to be actively involved in testing activities, including data acquisition and analysis. The Team Lead will be responsible for planning the resource and budget of his team to meet the program requirements. The Team Lead will be responsible for the recruitment and personal development of their team.

At various stages of the project the Team Lead may be the lead person for coordinating off-site work with styling and engineering design houses, both within India and overseas. The Team Lead will be responsible for preparing client presentation regarding the functional performance of the vehicle.



KEY TASKS & ACCOUNTABILITIES

- Plan project deliverables in terms of budget, resource allocation and timeline.
- Create and execute a growth plan for the functional development department as a whole. Including both human and physical resources.
- Define standardise testing procedure and protocols that have appropriate health and safety risk management at the core.
- Manage programs and escalate appropriately when there is a risk of deviation to Cost Time or Quality.
- Coach and develop less experienced colleagues.
- Work closely with the engineering team to ensure development of quality products, which offer class leading user experiences.
- Responsible for breaking subjective targets into objective system level requirements.
- Where required support development with face-to-face contact with the vendor base.
- Where required arrange presentations / demonstrations of functional performance for clients.
- Define robust test plans that ensure all aspect of user experience are validated.
- Contribute to sustainable processes and documentation of standards and best practices.
- Document and report in a robust and professional manner.

REQUIREMENTS

KNOWLEDGE, SKILLS & EXPERIENCE

- Experienced test engineer, working for an automotive OEM or Tier 1 supplier.
- 6years plus of domain knowledge (Motorcycle or Passenger car functional development)
- Knowledge of project management processes.
- Experience of data acquisition tools.
- Prior EV experience is an advantage.
- Specialist knowledge in any of the following areas is an advantage:
 - Brake systems
 - Suspension systems
 - EV drivetrain and software development
 - Tyre Development
- Advanced 2-Wheeler riding experience, including rider assessment is a distinct advantage.

QUALIFICATIONS

- Bachelor/Dual Degree/Mtech in a Mechanical engineering discipline from a well-established college.
- Practical skills and hands-on experience are both highly valued in your application.
- Participation in Formula Student, Formula SAE, SAE Baja India or similar competitions is highly valued.



PERSONAL ATTRIBUTES

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The successful candidate will have a passion for engineering. We are not looking for 9am to 5pm engineers who leave their engineering enthusiasm in the desk drawer at the end of the day. If you go home at the weekend and spend your time maintaining / modifying your own car/bike; or if you spend your spare time racing or rallying; or even if you are an avid F1 fan and you read all the technical insights; then you are our kind of person. We believe that innovation comes from a cross pollination of ideas. You won't find anything new in a textbook, so we want you to be out there trying new things. If you join our team, we won't shackle you to a desk and crush these dreams, we will actively encourage and support you where we can.

VALUES

Coexlion delivers '*Excellence through collaboration.*' The core values below inform how we think, behave, and deliver this engineering excellence. We are looking for candidates who naturally align themselves to these coordinates.

- **COLLABORATION**
We are a team. Our engineers are not judged on their individual contributions, but on the positive effect that they have on those around them.
- **COEXIST**
We Coexist with Nature; we believe in a future where the pursuit of technical advance is not at the expense of the environment. We strongly believe in the coexistence of humanity; we are a multi-cultural, global company. We welcome and respect everyone equally.
- **ACCOUNTABILITY & TRUST**
We stand for honesty and integrity. We trust our employees to take responsibility for their own conduct and deliverables. We show this through flexible working patterns and absence of "clocking in." In turn we expect self-motivated, punctual, and dedicated team members.
- **ACHIEVING**
We get things done. We don't sit in meetings, passing the buck, talking over the issues. We own the problems; we take action, and we get it done.
- **EXCELLENCE**
Our solutions are not quick fixes or short-term gains. We take the long-term view, and we do it right. We take pride in doing things well. We aim to be the best.
- **INNOVATION & EFFICIENCY**
Every decision we take we ask ourselves; Can it be better? Is there waste? How can we be more efficient? This drive for improvement fuels our innovation.

DISCLAIMER

A large part of Coexlion is client driven, therefore responsibilities and accountabilities may from time to time change to meet client requirements.

This job description may not detail some duties allocated to the post holder, nor cover duties of a similar nature, commensurate with the role, which may from time to time be required by the relevant manager.