



JOB DESCRIPTION FORM

IDENTIFICATION			
Job Title:	Team Lead - Mechanical Engineering		
Unique Job Code	CPL-TL002	Date	30-12-2025
Business Area	Engineering	Work Time	Full Time (Flexi)
Contract Type	Permanent	Location	Bengaluru

PURPOSE

ROLE

The Team Lead Mechanical Engineering will be responsible for leading a team of engineers, who will be delivering 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 overall responsibility for the deliverables and personal development of their team of direct reportees.

The Team Lead Mechanical Engineering will be an integral part of the global engineering team and will work closely with their colleagues in the India and UK to deliver engineering solutions that meet overall project requirements cost, quality and program timing. Responsibilities will include guiding the team in breaking project level requirements into component and system level target specifications and facilitating the on-time progress to the targets, escalating any critical deviation when appropriate.

The successful applicant will have demonstrated leadership qualities, either through direct line management roles, or through mentorship of more junior colleagues. The applicant themselves is expected to bring domain specific knowledge of design in one or more of the following areas, preferably in the domain of 2 wheeled vehicles: Brake systems, suspension systems, chassis structures, plastic bodywork, sheet-metal bodywork, lighting, seating, transmission, or vehicle integration. Whilst having experience of progressing a mechanical design project to production, working within a multi-functional team. The Team Lead is expected to be flexible and willing to work across engineering domains and at a vehicle level when required.

Coordinating the work of engineers from other disciplines as appropriate.

The Team Lead will report to the Technical Director. The Team Lead will facilitate regular meetings with required parties, including their direct reportees, HR, and the TD. The Team lead is responsible for their team's performance, delivery of assigned projects, and managing appropriate escalation within the guidelines of the Coexlion processes and procedures. The Team Lead will mentor their reportees in their professional development with regular coaching and guidance. The Team Lead will encourage the team to capture learnings and best practices in the appropriate documentation. Team Lead's will be required to prioritise and manage the workload of their team members and 3rd party contract workers as required.

At various stages of a project a Team Lead will be the lead person for coordinating off-site work with clients, funding bodies, styling and engineering design houses, both within India and overseas.

KEY TASKS & ACCOUNTABILITIES

- Plan deliverables in terms of budget, resource allocation, and timeline.
- Manage programs and escalate appropriately when there is a risk of deviation to Cost Time or Quality.
- Where required to arrange presentations / demonstrations for clients, potential clients and/or potential investors.
- Coach and develop reportees.
- Be a champion across the company for professional development.
- Generating new concepts, with a focus on achievable innovation.

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- Responsible for breaking project requirements down to component and system level specifications.
- Ensure engineering principles and calculations are rigorously applied, including those of their reportees).
- Support production with face-to-face contact with the vendor base where required.
- Define robust validation plans that satisfy DFMEA requirements for their systems and component areas.
- Be a champion and major contributor to sustainable processes and documentation of standards and best practices.
- Document and report in a robust and professional manner.
- 3D CAD design, adhering to best practices for parametric modelling.
- 2D drawing creation in line with international drafting standards.
- Use of CAE for structural analysis and optimization of designs

REQUIREMENTS

KNOWLEDGE, SKILLS & EXPERIENCE

- Experienced Senior Design Engineer, working for an automotive OEM or Tier 1 supplier.
- 8years plus of domain knowledge (Motorcycle or Passenger car mechanical design / layout)
- Experience in project management processes.
- Knowledge and experience with international drafting standards and GD&T.
- Experience of DFM/DFA/DFS requirements.
- Experience of main cost drivers and Value Engineering opportunities.
- CAD proficiency in Creo or alternative CAD programs as required.
- Prior EV experience is an advantage.
- Specialist knowledge in any of the following areas is an advantage:
 - Plastic moulding design
 - Steel fabrications
 - Brake systems
 - Suspension systems
 - Automotive lighting
 - Automotive seating
 - Transmission & gear design
- Experience working at vehicle level.
- Experience with MATLAB Software is an advantage.

QUALIFICATIONS

- Bachelor/master's degree in a Mechanical Engineering from a well-established college.
- Practical skills and hands-on experience are both highly valued in your application.
- Participation in Formula Student, or similar competitions is highly valued.
- IMechE registration is an advantage.

PERSONAL ATTRIBUTES

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The successful candidate will have a track record of leadership experience and 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 a 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 accountability may vary 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.