



# CAREER OPPORTUNITY NOTIFICATION

☒ Exempt

☐ New Position

☐ [Singapore](#)

Job Title: **Core Team Leader/R&D Manager**

Department: **Asia-Pacific Innovation Center**

Reports To: **Executive Director, R&D Center**

## **JOB PROFILE:**

1. Responsible for leadership of new product development projects focused on advanced patient support solutions. Projects to convert concept models and customer requirements into highly reliable, manufacturable, and profitable products that consistently meet design specifications.
2. Lead multidisciplinary Core Team. Team consists of engineering, marketing, manufacturing, sourcing, service, sales, regulatory, and test representatives.
3. Manage engineering direct reports.
4. Manage multi-million dollar project budget.
5. Responsible for achieving product quality goals, time-to-market objectives, and meeting product and project cost targets.
6. Complete projects using Hill-Rom's formal Product Development Process. Comply with Hill-Rom's Quality System Manual and all applicable FDA Medical Device Design Controls.
7. Routinely interact with Hill-Rom Senior Management to convey project status.

## **MUST HAVE THE FOLLOWING SKILLS AND QUALIFICATIONS:**

1. Bachelors of Science degree in technical discipline.
2. 15 years combined experience in engineering and new product development environment.
3. 5 years experience as a new product development leader of a multidisciplinary team.
4. Experience in leading projects utilizing a structured phase-gate new product development process.
5. Proven ability to manage direct reports.
6. Proven ability to manage multi-million dollar budgets.
7. Effective Project Management skills (i.e. project scheduling, resource allocations, risk management).
8. Experience with mid-to-high level volume electromechanical designs.
9. Effective written and oral communication skills
10. Good interpersonal skills with an ability to promote team interaction and team motivation.
11. Effective computer skills (Microsoft Project, Word, Excel, Powerpoint)
12. Strong business acumen, with interpersonal skills to work effectively with different disciplines and customers.

## **PREFERRED SKILLS AND QUALIFICATIONS:**

1. Experience in design and commercialization of medical devices
2. Masters degree in technical or business discipline



# CAREER OPPORTUNITY NOTIFICATION

☐ Non-Exempt

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☐ [New Position](#)

☐ [Singapore](#)

Job Title: **Electrical Design Engineer**

Department: **Asia-Pacific Innovation Center**

Reports To: **Sr. Electrical Design Engineer**

## Job Profile:

- Design and assist in the development of electronic and electro-mechanical components, sub-assemblies, and assemblies to product specifications of innovative new product development projects.
- Scope of designs includes embedded microcontroller systems, motion control, sensor interfacing, microcontroller and logic design, analog circuits, user interfaces, and software.
- Generates risk and failure mode analysis, development test plans, cost estimates, schedules.
- Responsible for the accurate documentation of designs through the generation and maintenance of design requirement specifications, software and hardware specifications, product drawings, component drawings, material specifications and bills of material
- Work in a team environment with other engineers, technicians, detailers, manufacturing, supply management and marketing personnel.
- Work closely with Test Engineering and Test Technicians to support verification activities.

## Must Have The Following Skills/Qualifications:

- BS degree in Electrical Engineering discipline.
- Minimum of 2-3 years experience in designing embedded microcontroller systems and other electronic components, sub-assemblies, assemblies with the proven ability to take a design from concept through low-to-medium volume production.
- Strong analytical skills.
- Experience working with design capture and analysis tools.
- Design experience in the following: C programming, Network Interfacing, Embedded Control Systems, power supplies, motion control and analog sensor interfaces.
- Ability to work and meet project timelines and deliverables.

## The Following Skills/Qualifications Are Preferred:

- Experience in designing medical products under a formal development process.
- Knowledge of design requirements for UL2601 / EN 60601.
- Prog. Languages: C#, C++, XML. Operating Systems: ThreadX, CMX, VXWorks, WinCE, .NET
- Communications Protocols: TCP/IP, CAN, SPI, WiFi, USB, HL7
- Design of products within a multidisciplinary team environment.
- Familiar with Microsoft Project or equivalent scheduling software.

☐ Non-Exempt

☒ Exempt

☐ [New Position](#)

☐ [Singapore](#)

Job Title: **Sr. Software/Electrical Design Engineer**

Department: **Asia-Pacific Innovation Center**

Reports To: **Executive Director, R&D Center**

## Job Profile:

- Design and develop to commercial release electronic and electro-mechanical components, sub-assemblies, and assemblies to product specifications of innovative new product development projects.
- Scope of designs includes embedded microcontroller systems, motion control, sensor interfacing, microcontroller and logic design, analog circuits, user interfaces, and software.
- Generates risk and failure mode analysis, development test plans, cost estimates, schedules.
- Responsible for the accurate documentation of designs through the generation and maintenance of design requirement specifications, software and hardware specifications, product drawings, component drawings, material specifications and bills of material
- Work in a team environment with other engineers, technicians, detailers, manufacturing, supply management and marketing personnel. Will have frequent contact with customers, regulatory affairs, sales, upper management, and suppliers.
- Work closely with Test Engineering and Test Technicians to support verification activities.
- Manage junior-level software engineers, which will be added in the future.

## Must Have The Following Skills/Qualifications:

- BS degree in Electrical Engineering or Software Engineering discipline.
- Minimum of 8 years experience in designing embedded microcontroller systems and other electronic components, sub-assemblies, assemblies with the proven ability to take a design from concept through low-to-medium volume production.
- Strong analytical skills.
- Experience working with design capture and analysis tools.
- Strong experience in C programming, Network Interfacing, Embedded Control Systems, power supplies, motion control and analog sensor interfaces.
- Ability to develop and work to a project timeline utilizing CPM scheduling.

## The Following Skills/Qualifications Are Preferred:

- Experience in designing medical products under a formal development process.
- Knowledge of design requirements for UL2601 / EN 60601.
- Programming. Languages: C#, C++, XML. Operating Systems: ThreadX, CMX, VXWorks, WinCE, .NET
- Communications Protocols: TCP/IP, CAN, SPI, WiFi, USB, HL7
- Designing products within a multidisciplinary team environment.
- Familiar with Microsoft Project or equivalent scheduling software.

☒ Exempt

☐ **New Position**

☐ Singapore

Job Title: **Senior Mechanical Design Engineer**

Department: **Asia-Pacific Innovation Center**

Reports To: **Executive Director, R&D Center**

## **JOB PROFILE:**

8. Provides leadership and contributes within an area of expertise as a member of a multidisciplinary team of specialists in the New Product Development department to identify and define viable product opportunities for Hill-Rom.
9. Participates in the creation of concept research phase 0 process including: voice of the customer, customer requirements, idea generation, feasibility, specifications, business cases and concept models in a team environment.
10. Responsible for generating concepts based on analysis of customer and corporate requirements in coordination with technological feasibility.
11. Responsible for creating and driving product system architecture while creating a clear vision of the solution.
12. Responsible for coordinating activities that ensure seamless flow across the company, including but not limited to: interface with marketing, new product development, model shop, operations, test labs, external resources such as contract design firms, universities, new and existing suppliers, etc.
13. Ensures that all work is compliant with Hill-Rom standard operating procedures.
14. Manages junior-level mechanical design engineers, which will be hired in the future.

## **MUST HAVE THE FOLLOWING SKILLS AND QUALIFICATIONS:**

13. Bachelors of Science degree in Mechanical Engineering or Materials Science/Engineering.
14. Minimum of 8 years of industry experience in mechanical design/simulation/development.
15. Self-motivated with high performance standards including a strong commitment to increase product value and manufacturability as a means to further enhance Hill-Rom's innovation legacy.
16. Ability to effectively communicate and interact with customers, clinical researchers, and various technical disciplines.
17. Willingness to be supportive and open-minded within a diverse team environment.
18. Ability to translate market needs into clear technical requirements.
19. Experience with electro-mechanical devices.
20. CAD user with working knowledge of solid modeling and kinematic analysis.
21. Working knowledge of office management software (Word, Excel, Powerpoint)
22. Working knowledge of product definition methodologies.
23. Familiarity with relevant regulatory requirements.
24. Familiarity with relevant quality systems.
25. Experience in linear and non-linear finite element analysis and failure analysis on products and designs.

## **PREFERRED SKILLS AND QUALIFICATIONS:**

3. Experience in design and commercialization of medical devices.
4. Masters degree in technical or business discipline.
5. Working knowledge of MSC analysis tools such as Patran, Nastran, Dytran, Marc, and Adams.
6. Working knowledge of Solid Edge.
7. Experience in kinematic tools to verify design functionality.

☐ Non-Exempt

☒ Exempt

☐ [New Position](#)

☐ [Singapore](#)

Job Title: **Sr. Software/Electrical Design Engineer**

Department: **Asia-Pacific Innovation Center**

Reports To: **Executive Director, R&D Center**

## Job Profile:

- Design and develop to commercial release electronic and electro-mechanical components, sub-assemblies, and assemblies to product specifications of innovative new product development projects.
- Scope of designs includes embedded microcontroller systems, motion control, sensor interfacing, microcontroller and logic design, analog circuits, user interfaces, and software.
- Generates risk and failure mode analysis, development test plans, cost estimates, schedules.
- Responsible for the accurate documentation of designs through the generation and maintenance of design requirement specifications, software and hardware specifications, product drawings, component drawings, material specifications and bills of material
- Work in a team environment with other engineers, technicians, detailers, manufacturing, supply management and marketing personnel. Will have frequent contact with customers, regulatory affairs, sales, upper management, and suppliers.
- Work closely with Test Engineering and Test Technicians to support verification activities.
- Manage junior-level software engineers, which will be added in the future.

## Must Have The Following Skills/Qualifications:

- BS degree in Electrical Engineering or Software Engineering discipline.
- Minimum of 8 years experience in designing embedded microcontroller systems and other electronic components, sub-assemblies, assemblies with the proven ability to take a design from concept through low-to-medium volume production.
- Strong analytical skills.
- Experience working with design capture and analysis tools.
- Strong experience in C programming, Network Interfacing, Embedded Control Systems, power supplies, motion control and analog sensor interfaces.
- Ability to develop and work to a project timeline utilizing CPM scheduling.

## The Following Skills/Qualifications Are Preferred:

- Experience in designing medical products under a formal development process.
- Knowledge of design requirements for UL2601 / EN 60601.
- Programming. Languages: C#, C++, XML. Operating Systems: ThreadX, CMX, VXWorks, WinCE, .NET
- Communications Protocols: TCP/IP, CAN, SPI, WiFi, USB, HL7
- Designing products within a multidisciplinary team environment.
- Familiar with Microsoft Project or equivalent scheduling software.

# CAREER OPPORTUNITY NOTIFICATION

☐ Non-Exempt  
☒ Exempt

☐ Replacement  
☒ New Position

☐ Singapore

**Job Title:** Senior Systems Engineer

**Department:** Asia-Pacific Innovation Center

**Reports To:** Executive Director, R&D Center

**Job Profile:** System Engineers integrate with all the disciplines and specialty groups on a product design team to create structured modular designs from concept prototypes (once past the research stage) through to final design. In addition, Systems Engineering practices drive the technical realization of the user and patient needs with the goal of providing a quality product that meets all multiple needs environments that may exist.

## Responsibilities:

1. Work closely with staff during the concept development phase to ensure the effort produces a system architecture that is ready for design realization from a system perspective including modularity and reuse.
2. Perform the requirements engineering tasks associated with identifying customer needs and translating them into verifiable product level requirements specifications. Review for completeness, clarity and test worthiness.
3. Integrate industrial design aspects into the requirements set (human factors, styling, user interfaces, etc.)
4. Create the system design which meets the product level requirements with the support of the various engineering disciplines. Perform system level trade studies necessary to optimize the system architecture and establish its feasibility.
5. Provide system design analysis, such as performance analysis, analytic modeling, functional & interface decomposition. Resolve conflicting requirements working with the various engineering disciplines such as electrical, electronic, mechanical, and software. Assist in the creation of system level design budgets (e.g. electrical power, weight, cost).
6. Participate in Risk Assessments and FMEA's and develop necessary system level design mitigations, as needed.
7. Partition the system design into subsystems and modules and develop the corresponding design specifications in conjunction with the lead engineers, including allocation of the product level requirements and specification of the derived requirements identified by the system design.
8. Create product level interface specifications. Create intra-product module interface specifications (ICDs).
9. Provide for technical review of the individual design building blocks (e.g. module specifications) to ensure alignment with the system requirements and architecture to establish readiness for integration test. Resolve feasibility and implementation issues working with the various engineering disciplines such as electrical, electronic, mechanical, and software. Update the system design and requirements documents accordingly.
10. Manage junior-level systems engineers, which will be added in the future.

## Must Have The Following Skills/Qualifications:

1. BS Engineering or Systems Engineering.
2. Minimum of 8 years experience in systems engineering or related areas.
3. Demonstrated ability to translate the customer and technical design input requirements using systems engineering principles to develop a system architecture and specifications with consideration for user needs, intended uses, safety, modularity, external interfaces and reuse within product families.
4. Experience as the design architect for highly complex electromechanical systems utilizing diverse software and hardware elements including pneumatics, hydraulics, processing units and controls.
5. Demonstrated ability to establish effective working relationships with discipline specific product design engineers, both internally and externally.

☒ Exempt

☐ **New Position**

☐ Singapore

Job Title: **Senior Sourcing Engineer**

Department: **Asia-Pacific Innovation Center**

Reports To: **Exe Dr. Sourcing, Exe Dr. R&D Center**

## **JOB PROFILE:**

15. Will be a Supply Chain Management (SCM) Core Team member on major new product development projects; a Core Team Leader on SCM led buy-out projects and is responsible for significant project management, leadership and execution.
16. Responsible for successful planning, project management and execution of all supply chain activities of the Product Development Process.
17. Shared responsibility and accountable for success of Integrated Business Plan associated with project including EBIT and Revenue as committed by the NPD product Core team.
18. Responsible for leading the make-buy process and supply chain definition for all new components, sub-assemblies and assemblies including buy-out products.
19. Responsible for leadership and supervision of team members assigned to support projects.
20. Responsible for target costing of components and tooling.
21. Responsible for leading the development of Statements of Work (SOW), Request for Proposals (RFP), supplier selection and contract management process in a cross-functional team environment.
22. Responsible for effective liaison to commodity teams to insure supply chain strategies are embraced and supported across SCM Organization.
23. Responsible for seamless transition of new components, sub-assemblies and products to production/steady state.
24. Ensures the qualification of new suppliers via supplier quality audit process. Coordination and management of all pre-production build activity.

## **MUST HAVE THE FOLLOWING SKILLS AND QUALIFICATIONS:**

26. Bachelor's degree in Engineering and 8+ years relevant work experience, with MBA preferred.
27. Multiple work experiences that demonstrate comprehensive knowledge of the product development and product life-cycle process within a structured (ISO 9000 and/ or FDA environment preferred).
28. Multiple work experiences that demonstrate high competence performing a leadership role of complex project management.
29. International sourcing experience. Experience developing global supply chains in low cost regions.
30. Able to conduct business in multi-cultural environment.
31. Highly organized and efficient in planning and execution of complex, cross-functional projects.
32. Able to reduce complex technical issues to actionable tasks and then to successful outcomes via personal action or delegation to an extended team member.
33. Able to effectively communicate complex business, technical and organizational issues to a broad audience.
34. Able to deliver leadership and influence cross-functionally at a level that affects significant business outcomes.
35. Able to maintain personal and professional integrity under stress.
36. Excellent analytical problem solving ability.
37. Able to interpret and understand integrated business plans and supporting financial models.
38. Thorough understanding of the product development and product life-cycle process and commitment to process based action.
39. Broad knowledge of manufacturing processes for metals and plastics.
40. Broad knowledge of rapid prototyping & rapid tooling processes and techniques.
41. Experience in supply base management including negotiation and working knowledge of key business terms affecting Hill-Rom total cost model.
42. Demonstrated ability to manage multiple projects concurrently.