



R&D Manager / OTN Developments

Location: Campinas, Brazil

Contract: Full time

Department: Transport R&D

Looking for an exciting and permanent job in a fast-growing high-tech company, offering a variety of assignments and interactions?

Job Context

For over 20 years, Ekinops has been driving innovation in network systems. We provide solutions focused on the needs of communication service providers and enterprises worldwide.

We provide **open, trusted** and **innovative network connectivity** and enable our **customers' success** by delivering **high value-added** software-driven solutions. Today, over 120 international service providers, including numerous Tier 1 carriers around the world, trust our people and technologies.

Over 50% of our 500+ strong team works in our multi-national Agile R&D centers. Our company has a strong international background, with sales offices strategically located around the world.

Ekinops is recognized for its ESG commitments with considerable improvement in ESG rating following 2022 Gaia campaign and Silver Medal by EcoVadis.

Duties and Responsibilities

The OTN Development Manager will lead an international team of Embedded Software developers and testers for the Ekinops Transport OTN Product Line.

He/she will be reporting to the Transport R&D Senior Director.

Job Content

- Leads a team of ca. 20 staff members, based in Campinas, Brazil
- Be a true team leader focusing at making local teams adopting the processes, methodologies, communication practices from the parent company



- Hires, motivates, trains, develops and coaches assigned personnel in accordance with HR Group policies and corporate strategic objectives
- Supervises all R&D OTN Embedded Software development and QA testing activities reporting to him/her in order to ensure fast time to market, high quality and robust deliveries meeting customer expectations
- Stays up to date with the latest SW and testing technology trends
- Stays in regular contact with key integrated circuits and FPGA IP suppliers in OTN technologies, to ensure our Products are always state-of-the-art, offering the best performance at the best cost
- Tracks specific customer commitments to ensure no deviation vs agreed plan
- Develops and promotes a strong vision for the Ekinops OTN portfolio, in collaboration with the Senior Director Transport R&D, the Product Management Director and the Customer Support Organization
- Applies and follows Product Life Cycle from Product Architecture definition to New Product Introduction supporting industrialization teams
- Is accountable for the quality and stability of products and solutions delivered by R&D teams reporting to him/her
- Monitors Key Performance Indicators related to his/her activity and defines action plans to improve
- Defines and monitors budget execution
- Strong cost-driven mindset to deliver cost-optimized solutions in cooperation with Hardware teams
- Is able to promote Ekinops solutions in front of customers or partners
- Adopts an open and fair management style in combination with an intense two-way communication with all employees in order to obtain a motivated and well-informed workforce
- Maintains good relationships with Product Management, Marketing, Sales, Pre-Sales, Manufacturing, Customer Support and other R&D departments in order to better support our customers and improve our global roadmap

Profile and skills

Skills:

- Strong track record in leading a team of embedded Software and QA testing specialists, preferably in an international environment
- Good understanding of programming in C, Java and ideally Erlang
- Good understanding of test automation using tools such as RobotFramework
- Very good understanding and/or track record of CI/CD implementation using Gitlab and/or Gerrit and/or Jenkins
- Good Knowledge of test equipments such as OTN and Ethernet protocol testers (100G and above)
- Good understanding of OTN telecom standard
- Agile development methodology such as SCRUM or Kanban

Education level & general experience:

- Engineering or Master's Degree in Electronics and/or Computer science



- 10 years minimum in OTN products development, in Embedded SW and/or QA testing activities and/or detailed SW architecture definition

Behavioral indicators:

- Used to manage international teams in English language
- Autonomous and self-learning
- Continuously looking for improvement
- Leader and a problem solver

Package

- Management position: Fix + bonus
- Multiple benefits

Recruitment process

3 interviews:

- 1st with the talent acquisition specialist
- 2nd with the Department Director
- 3rd with the CTO

To apply

Ekinops endeavors to be an employer of choice. Our teams are dedicated, imaginative and astute. We strive to work together around our core values, which includes dynamism, empowerment and customer focus.

Send your application using our online application form on <https://www.ekinops.com/careers/opportunities>