Scorecard -Electrical Engineer

Role: Sr. Executive Electrical Engineer

Mission/Purpose:
Formulate project baseline, monitoring, controlling, resource deployment, quality compliance & ensure satisfactory execution of projects. Guide project management, scheduling, planning, erection, and commissioning of the project within stipulated timelines. **Learn and innovate our solar system further everyday.**

Values:
1. Promote Honesty, Integrity, and Trust: We honour our commitments and conduct business in a manner that promotes fairness, respect, honesty, and trust.
2. Celebrate Teamwork: We encourage the diversity of thoughts, experiences, and backgrounds and celebrate participation and partnership in all of our endeavours.
3. Encourage Communication: We solicit the input of others and strive for transparency and inclusiveness.
4. Focus on Our Customers: We have a passion for service and are committed to knowing our customers' business, anticipating their needs, and exceeding expectations.
5. Embrace Change and Innovation: We are open to possibility and foster creativity and risk-taking to support continuous improvement.
6. Model Leadership: We lead by example and advocate equitable treatment in our behaviours, policies, and practices.
7. Intellectual curiosity - Be a life long learner and promote learning and skill development culture for individual and organisational growth.
8. Produce Quality Results: We believe those we serve deserve excellent service and quality results.

Daily responsibilities:
1. Regular updation of design, engineering and installation SOPS
2. Conduct site surveys for plant design and layout.
3. Guide project management, scheduling, planning, erection, and commissioning of the project within stipulated timelines & keep Zoho Projects updated.
4. Collection of data, analysis, and design of structures.
5. Ensure BoM is designed to maximise cost-benefit to achieve LCOE while keeping losses at a minimum.
6. Learn and upgrade with latest technologies in panels, inverters, structures, racking techniques, installation techniques, etc.
7. Ensuring safety is given the highest priority during the installation and execution of the project.
8. Conduct Good Practices Training for the installation team on a regular basis.
9. Conduct quality check assessment & keep improving the same.
10. Make sure that the data hygiene is at the highest standards.
11. Resolve Issues or complaints raised by any stakeholder.
12. Track IoT data to make sure customer success.
13. Conduct competitive analysis as you come across competition sites.

Role Competencies:
1) Proactive

2)   Systems oriented
3)   Constantly Learning
4)   Attention to detail
5)   Leader from within

What technical skills you require to perform in this role:
1.   Zoho Suite (esp. Projects)
2.   Maintaining Calendar
3.   Email étiquettes.
4.   AutoCad
5.   PVsyst
6.   Sketchup

What soft skills you require to perform in this role:
1.   Strong verbal and written communication - English, Gujarati & Hindi
2.   Strong presentation skills
3.   Strong negotiation skills
4.   Strong analytical and critical thinking skills - to exercise sound judgment and engage in high-impact decision-making in a number of areas.

Cultural fit:
1.   Don't deliver a product, deliver an experience.
2.   Underpromise, overdeliver
3.   If you are five minutes early, you are already 10 mins late.
4.   Without passion you don't have energy, without energy you have nothing
5.   Innovation distinguishes between a leader and a follower
6.   Wisdom is in knowing what you don't know.
7.   Great things in a business are never done by one person, they are done by a team of people.
8.   Your will is the most accurate way to predict your future.
9.   Our customers are our brand ambassadors
10.   Integrity is doing right even when no one is watching.
11.   Focus on your customer and lead your people as through their lives depend on your success.
12.   It's very important to have a feedback loop, where you are constantly thinking about what you have
      done and how you could be doing it better.
13.   Kaal kare so aaj kar, aaj kare so abh - Kabir.

Outcomes / Responsibilities:
30 day targets:
1. Complete understanding of all the systems & processes.
2. Start giving deliverables back to the company.
3. Track KPI's in Scorecards/Zoho.
4. Independently Conduct Site Survey, QC, Drawing Preparation & IoT tracking.

60 day targets:
1.   Submit 6 Deliverables/day (Site Survey/ Drawing/ QC check/ Problem/Ticket Resolution)
2.   Share better practices & conduct technical training.

3. Visit ongoing sites on a daily basis.

90 day targets:
1. Submit 8 Deliverables/day (Site Survey/ Drawing/ QC check/ Problem/Ticket Resolution)
2. Find installation & process inefficiencies & implement appropriate ideas to improve overall company efficiency.

KPI's
1. Site Surveys Conducted/Day
2. Drawing Prepared/Day
3. Customer Satisfaction Rating
4. Re-Drawing Ratio
5. Average Drawing Efficiency - Kg/Kw Avg.
6. QC Effectiveness - Issues identified/no. of sites.
7. IOT tracking - Issues identified/no. of sites.
8. Data Hygiene - Issues identified/month
9. Competition Analysis - No. conducted/month

Conclusion:
We are looking for dynamic millennial's & gen-z's with 5-8 years of rich experience.
Start Up experience is a "++".
Location - Goa & Gujarat
CTC - 12-15 Lakhs + PB + ESOP. (Flexible)
Please read the above scorecard carefully as every word has been thought through & is drafted to find us the most compatible match for our company.

If you feel you are the right fit for this role, please apply to the position on https://www.renevik.com/career.