
Career Opportunity

HEAD OF ENGINEERING

hidrive





**BUILD *YOUR CAREER*
AS WE TRANSITION TO
A GLOBALLY SCALABLE
AUSTRALIAN BRAND**





HEAD OF ENGINEERING

- Goulburn based role (Ingleburn available to the right candidate)
- Exciting vertically integrated manufacturing environment with global scalability.
- Take an established, successful organisation with a national footprint into the future.
- Enjoy a long runway of exciting new product development projects ahead.
- Join a motivated team with a proven track record of success.
- Be part of a structured, energetic and values aligned Executive and Management team.
- Achieve great results in a well-resourced environment where stuff gets done.
- All applications and correspondence will be treated in strict confidence.

OUR CLIENTS

We've built over 21,000 service bodies since 1993. Here are some of our clients who made certain their service body fleet was fit-for-purpose and built to stand the test of time.



AUSTRALIA'S LEADING **SERVICE BODY** MANUFACTURER AND INSTALLER

We're Australia's leading service body manufacturer and installer.

We're the only Australian manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network. Our products are fun and what we do is varied. We are ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Safety) compliant. We're the only Australian manufacturer of service bodies to achieve this triple ISO certification.

Enjoy an environment that's sheltered from consumer confidence-related economic downturns - 98% of our business comes from corporate and government clients, not the recreational market. We're positioned to benefit from Australia's long runway of infrastructure projects. We are diversified across corporate trades and industries that support our built environment, mining, utilities, transport, communications and agriculture.





WE MAKE MORE OURSELVES

With 190+ accessory groups, we're the closest you'll find to a one-stop shop. We're vertically integrated, manufacturing dozens of our own accessory groups ourselves in Goulburn, such as shelves, benches, drawers and towbars.

So when customers need spare parts, a custom solution or just want fleet consistency over the years, we can deliver.

Unrivalled Reliability.

Our light and durable aluminium service bodies maximise payload and have been continually improved since the 1990s. Engineered more like an aircraft fuselage than a traditional heavy steel box, our service bodies are Australia's most popular and have proven bulletproof in the field for decades.

We've made over 21,000 - and we'll make over 2500 this year. We're aiming to be globally scalable by 2028 - and we're busy improving our processes now - as we work together towards that goal.

This is your opportunity to help take an Australian manufacturing success story to the next level.

Among our many advantages, is that we build ute and truck service bodies in advance of a vehicle's arrival, so we typically only need a vehicle for 1 to 3 weeks, saving clients time, money and hassles. We also make service body trailers, registered and delivered anywhere in Australia.



***WE'VE GOT AN ENVIABLE TRACK
RECORD OF BEING A PROFITABLE
ORGANISATION THAT HAS
CONSISTENTLY REINVESTED
WORKING CAPITAL TO DELIVER
SUSTAINABLE ORGANIC GROWTH***

As you can see, we've got a bit going on. No two days are the same.

ABOUT YOU

This is an outstanding opportunity for a dynamic and values aligned Head of Engineering to take your career to the next level. Come join our team in Ingleburn or Goulburn.

This role requires a strong leader that can leverage from a practical background to manage and demonstrate a high skill set in technical support functions.

The ability to foster a culture of collaboration and teamwork to enable the effective use of the resources in each team to ensure that the Engineering Department meets customer expectations safely and effectively.

Your proven experience includes:

- Formulating and executing strategy
- Supporting three teams within the Engineering Department; Design, Technical and Innovation.
- Quality assurance, compliance and risk management.
- Delivering value through innovation.
- Collaboration with all teams in Hidrive; including sales, customer success, operations, HSEQ, etc.
- Regular performance reporting to ELT.



ABOUT THE **ROLE**

This is an exciting position created within the Design & Engineering group, reporting directly to the Chief Revenue Officer. We would prefer the position to sit in Goulburn, but an Ingleburn location will be available for the right candidate. The role requires a strong leader that can leverage from a practical background to manage and demonstrate a high skill set in technical support functions. The role must foster a culture of collaboration and teamwork to enable the effective use of the resources in each team to ensure that the Engineering department meets customer expectations safely and effectively.

The Head of Engineering will take overall responsibility for three teams within the Engineering Department:

- Design Engineering - Primarily responsible for the complete, Right First Time (RFT) design of all new customer specifications (mechanical & electrical)

- Technical - The technical team is a technical escalation point throughout the business, oversees product management, and provides technical sales engineering support to the Sales team
- Innovation - Primarily responsible for the creation of value and improvement of customer experience through the innovation of Hidrive's product offering

For an updated Position Description, please copy the following link to your browser:

https://hidrive.com.au/wp-content/uploads/2025/04/PD_Head-of-Engineering-external.pdf

MORE SPECIFICALLY, YOUR KEY ACCOUNTABILITIES INCLUDE

- Technical Sales Support and Design Engineering

Work collaboratively with the sales generation teams (Sales and Marketing) to provide technical support and oversight in all sales interactions.

Ensure the complete, Right First Time (RFT) design of all new customer specifications (mechanical & electrical), inclusive of all documentation required for manufacturing and compliant to industry and regulatory standards.

Develop and maintain a project management methodology to appropriately manage new or First of Type (FOT) designs into the manufacturing environment.
- Quality Assurance, Compliance and Risk Management

Establish a Quality Assurance program to control variability and improve consistency to ensure that every product meets the product specification and in turn the customer requirements and expectations.

Ensure that engineering change is managed throughout the organisation and appropriately communicated to all departments.

Ensure that all Hidrive product and design processes comply with all relevant statutory and/or regulatory requirements through comprehensive testing (DFMEA/PFMEA) and risk assessment.

Management of risk related to product design and engineering.
- Technical Authority

Establish the Engineering department as an authority for all technical aspects of Hidrive product and processes.

Oversee the development and ownership of a complete suite of technical specifications that will be used in the design of all products.

Management of OEM quality programs such as Ford QVM
- Product Management

Management of all product and manufacturing master data within the ERP to ensure it is accurate and enables the effective management and measurement of manufacturing operations.

Collaborate with the Finance team to ensure that all proposals and products are priced at profitable margins in line with business goals.
- Delivering value through Innovation

Improve customer experience via product improvements or new product Introduction

Increase the barriers to entry for competitors by positioning Hidrive as a market leader through innovative product design and customer centric product development.

- Leadership

Lead and manage direct reports. Ensure that direct reports are managing their own reports in line with the PD's and RRM.

General management responsibilities as outlined in Hidrive Leadership Roles & Responsibility Matrix.

Ensure the effective utilisation of resources to deliver value to the organisation.

Ensure that the Engineering department consistently delivers customer centric solutions based on genuine customer feedback/ market insights.
- Reporting

Provide reporting to senior management on the performance of the Engineering Department. This will include a monthly report to the ELT and a quarterly report to the board among others as requested.

MINIMUM REQUIREMENTS AND EXPERIENCE

- Tertiary qualifications in Mechanical or Electrical Engineering
- Tertiary qualification in Project Management or equivalent
- 5+ Years of experience in a management role (sales engineering desirable)
- 3+ Years of experience in a trade-orientated vocation, preferable but not essential
- Responsibility for profit & loss (P&L)
- Risk and Change management

THE REWARDS

- Join an industry-leading Australian manufacturer that values its people, nurtures its customers and produces world class products.
- Enjoy a fantastic workplace culture as part of our team of over 250 staff nationally.
- Competitive salary and benefits package and professional development opportunities.
- Enjoy a culture of confidence, trust and potential for flexibility in work arrangements.
- Employee Assistance Program.
- Potential for career development in a financially strong organisation demonstrating sustained growth.



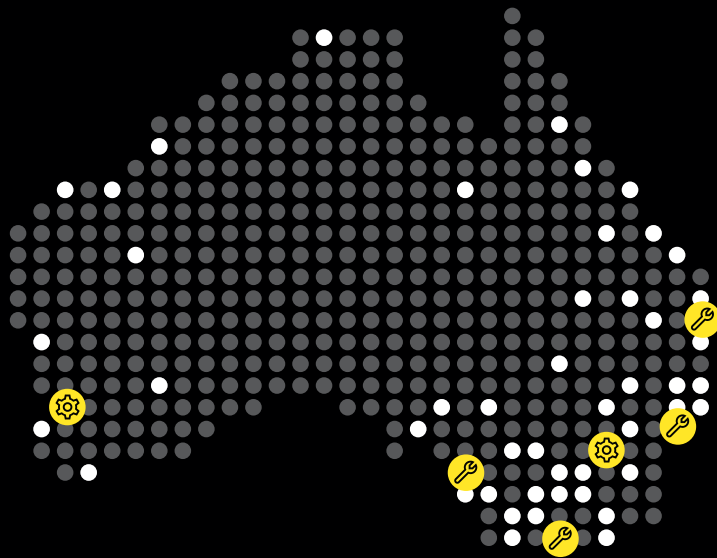
SOUND GOOD?

Applications and queries should be sent to:

hr@hidrive.com.au
1300 368 161

Please supply a **resume and cover letter**, addressed to the **Chief of Revenue**.

All applications and further correspondence will be treated in strict confidence.



MANUFACTURING,
INSTALLATION &
SHOWROOM

INSTALLATION
& SHOWROOM

Hidrive is the only manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network.



Eastern Manufacturing, Installation & Showroom
17 O'Sullivan Pl, Goulburn NSW 2580



Brisbane Showroom & Installation
146 Crockford St, Northgate QLD 4013



Melbourne Showroom & Installation
57 Hunter Rd, Derrimut VIC 3026



Western Manufacturing, Installation & Showroom
18 Catalano Rd, Canning Vale WA 6155



Sydney Showroom & Installation
10 Garner Pl, Ingleburn NSW 2565



Adelaide Showroom & Installation
6 Wirriga St, Regency Park SA 5010