



Jaguar Land Rover
Abbey Road, Whitley
Coventry, CV3 4LF
T +44 (0)2476 303080

Jaguar Land Rover

Head of In-House Development and QA, Connected Car Job Specification

The following information is for your personal information and should be kept confidential.

January 2017



BY APPOINTMENT TO
HER MAJESTY THE QUEEN
MANUFACTURER OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



BY APPOINTMENT TO
HER MAJESTY THE QUEEN
MANUFACTURER OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



BY APPOINTMENT TO
HER MAJESTY THE QUEEN
MANUFACTURER OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



THE COMPANY

Jaguar Land Rover is the UK's largest automotive manufacturing business, built around two iconic British car brands: Land Rover, the world's leading manufacturer of premium all-terrain vehicles and Jaguar, one of the world's premier luxury sports saloon and sports car marques. Over the past five years, Jaguar Land Rover has doubled sales and employment, more than tripled turnover, and invested over £12 billion in new product creation and capital expenditure.

Vehicle retail sales rose 13% to 521,571 (2015/2016); breaking the half-million mark for the first time as the company continued to expand its product portfolio, with award-winning, innovative new models including the Land Rover Discovery Sport, Jaguar XE and XF.

The combination of an increased demand for new models; solid growth in markets including Europe, North America and the UK helped support full-year financial revenues of £22.2 billion, up £342 million on the previous 12-month period.

Under the ownership of Tata Motors Limited, Jaguar Land Rover is transforming its business to realise the full potential of its brands and deliver profitable results. Driving the business is a world-class team of more than 35,000 people globally. In addition we support more than 210,000 UK jobs through the supply chain, dealer network and wider economy.

All of its cars are engineered and designed in Britain and while it has ambitious plans for global growth, the heart of the business remains in the UK. Jaguar Land Rover have invested billions of pounds in its state-of-the-art production, research and development facilities. In fact, Jaguar Land Rover is the biggest UK investor in R&D in the manufacturing sector – ahead of British Aerospace and Rolls-Royce – and in the global top 100 for R&D spend. This investment, along with its on-going support of local communities and encouragement to get young people to seek jobs in engineering has led to Jaguar Land Rover winning the Responsible Business of the Year Award – an accolade it takes great pride in achieving.

With Jaguar Land Rover experiencing global sales growth, it is increasingly important to expand its global presence. Manufacturing its vehicles internationally allows the Company to reach markets and customers, creating a stronger, more sustainable and increasingly agile business.

The company has made significant progress in building its international manufacturing footprint. In 2014 Jaguar Land Rover opened its joint venture in China and commenced construction of the local manufacturing plant in Brazil. The 50:50 partnership between Jaguar Land Rover & Chery Automobile Company Ltd. is the first British-Chinese automotive joint venture. Located in Changshu (north of Shanghai), the 98 acre facility represents a total investment of 10.9 billion RMB (circa £1 billion). The Range Rover Evoque & Land Rover Discovery Sport are both produced in Changshu for customers in China.

Jaguar Land Rover is the first British carmaker to build a new local manufacturing facility in Brazil and is the company's first wholly-owned overseas local manufacturing facility. The 14 acre site in the state of Rio de Janeiro represents an investment of R\$750m (£240m), with the first vehicles expected off the production line in 2016.

Jaguar Land Rover has had a local assembly presence in India since 2011 and currently assembles the Range Rover Evoque, Jaguar XF and XJ and most recently the Discovery Sport.

Jaguar Land Rover confirmed in 2015 that it will be the first British carmaker to open a manufacturing facility in Slovakia. The announcement follows an agreement between the company and the Government of the



BY APPOINTMENT TO
H.M. THE QUEEN
MANUFACTURERS OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



BY APPOINTMENT TO
H.M. THE DUKE OF EDINBURGH
MANUFACTURERS OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



BY APPOINTMENT TO
H.M. THE PRINCE OF WALES
MANUFACTURERS OF
MOTOR VEHICLES
JAGUAR LAND ROVER LIMITED
COVENTRY



Slovak Republic to build a new plant in the city of Nitra, western Slovakia. The new world class £1bn premium manufacturing facility will eventually employ c.2,800 people

As part of Jaguar Land Rover's commitment to deliver more lightweight vehicles, the plant will manufacture a range of all-new aluminium Jaguar Land Rover vehicles. It is anticipated that the first cars will come off the production line in late 2018. The factory will have an initial capacity of 150,000 vehicles.

For further information on the organisation see www.tata.com and www.jaguarlandrover.com



THE POSITION

Opportunity: Head of In-House Development and QA, Connected Car

Reports to: Director of Connected Technologies and Apps

Location: Gaydon

THE OPPORTUNITY

The role will sit within the 'Connected Technologies and Apps' division in Connected Car, reporting to the Director of Connected Technologies and Apps. With a headcount of c.70, the Connected Technologies group is responsible for the strategy and delivery of creating vehicle centric applications, IoT and Cloud Services whilst enhancing the driving and ownership experiences via brought in devices or embedded services. The Head of In-House Development and QA will be responsible for developing, validating and embedding bespoke applications, cloud services and integrating 3rd party content into the vehicle.

The successful candidate will be required to work with cross functional teams including: Programmes, Attribute, Marketing, Technical Specialists and the Connected Car group to deliver the Connected Technologies & Apps product portfolio.

Key Responsibilities:

- Leading the App Creation / Development group including: Senior Software Project Engineers, Senior Hardware interface Project Engineers and the Apps Program Team
- Leading the Quality Assurance / Tech Support Group
- Management of budgets – c.£15m
- Procurement of technologies or vendors
- Ownership of applications from concept through to delivery to a global customer base
- Interface with marketing, brand teams, strategy teams to define the requirements
- Responsible for the management of issue tracking systems and governance of: Customer viewpoint, Sign-off responsibilities, Technical triage and defect management and continues Quality improvement
- Additional senior management responsibilities will include: People development, skills development, organisation development, team communications, team 1 to 1's, leadership development, team objective setting and performance monitoring.

KPI's:

- Greater customer engagement through the use of technology and in vehicle applications and digital services
- Customer first and quality improvement, monitoring and tracking internal and external feedback
 - Continual fast response to software and App updates into the field in or less than 30 to 60 days
 - Ensure key regions are technically supported - USA, Europe and China
 - Drive culture to understand issues technically



- Deliver Customer First Quality targets for Connected Car and Infotainment applications
- JD Power Appeal US Top 5, Europe NCBS Ranking top 5, China NCBS Ranking top 5
- Contribute and delivery of 8 new applications /services per year and maintain current portfolio whilst driving a culture to understand issues technically
 - Keep track of project sprint projections vs. actual sprints with the project burndown metric
- Employee engagement for lean engineering
 - Pioneer smart ways to do things with passion for cost, quality and time
 - Drive compliance, competitiveness and efficiency
 - Focus on core skills, innovation, user experience and design competence
 - Leverage technology to drive efficiency and structure
 - Instill “Gen Y” thinking for all features and future products
 - Prioritise digital and connectivity of the vehicles
 - Encourage and ensure personal development for you and your team

Reports to the Role

This leadership role will have responsibility for a team of both direct and indirect heads, with direct management of staff.



THE CANDIDATE

Knowledge and Skill Requirements:

- A track record of delivering successful projects to market at a senior leadership level
- Experience of working in an international environment, ideally within the consumer electronics or mobile field
- Forward thinking at a strategic level, both technically and commercially
- Knowledge or interest in the automotive industry is desirable
- Awareness of Consumer Electronic technology and market trends
- Familiarity with QNX, iOS and Android operating systems is desirable
- Senior team management / leadership experience, capable of managing Group Leaders for Developers / Engineers and Technical Specialists
- Ability to apply strategic and innovative thinking to problem solving in a pragmatic way
- Strong commercial acumen
- Strong project management skills
- Responsible for the leadership management of App development and integration roadmaps, managing local and international partners to deliver three monthly Apps updates into the field
- Working knowledge of agile development techniques and tools

Personal Profile:

- Employ a range of influencing styles, flexing to suit the situation, with the ability to communicate effectively at all levels, both internally and externally
- Build productive relationships across JLR and technology companies
- Create an environment of trust and openness
- Employ a 'can-do' attitude to all tasks undertaken
- Seek better ways of working by embracing innovation
- Encourage others to stretch themselves and continually develop
- Take time to plan and focus
- Adapt plans to reflect changing circumstances
- Get to the heart of complex problems and issues
- Unlock and encourage the creativity of others
- Identify and remove obstacles to make things happen
- Explore the external landscape seeking new commercial and innovation through partnerships
- Maintain focus and deliver and maintain products from concept to creation