The Engineering Manager, Mods & Upgrades, holds a pivotal leadership position responsible for the effective execution of software engineering projects within IGS Project Engineering. Reporting directly to the Director of IGS M&U Project Engineering, the Engineering Manager will lead a team of engineers, ensuring the prompt delivery of superior engineering deliverables that align with customer expectations. This role is essential in enhancing cost efficiency, implementing appropriate tools and processes, and contributing to the achievement of business results and key performance indicators (KPIs). Furthermore, this strategic role aims to foster transformation and operational excellence in the execution of Software Mods & Upgrades projects.KEY RESPONSABILITIES:As Software Engineering Manager main responsibilities are:Technical Stewardship - Leading the transformation of the Mods & Upgrades SW team by implementing a comprehensive phase gate process that ensures code quality and technical signoffs at each stage of project execution.Engineering Standardization - Drive standardization of processes while executing SW integration projects such as: expansions, modifications, re-controls, SW upgrades, re-factor, migrations, etc.Ensures common methods, procedures, techniques, tools, and products as established by the global Software Engineering Team, are being effectively applied and provides feedback for future improvement. Ensures talent acquisition, talent deployment, training plans & knowledge transfer within the Global M&U engineering group and ensures processes & procedures are updated with lessons learned on regular basis.Skill development & Resource Optimization ' Attracting and developing technical talent to support the growth of the Mods & Upgrades business, ensuring projects are delivered on time, with high quality and within budget.Technology and Innovation Leadership - Overseeing the adoption of the latest technologies to drive innovation by continuously seeking improvements in integration planning, testing and project execution.Project Governance and Tracking - Establishing and continuously maintaining a comprehensive project tracking system that offers transparent visibility into ongoing projects, phase gate progression, and deployment readiness. Ensuring all projects adhere to quality standards and conducting proactive evaluations prior to customer deployment.Drive continuous improvement initiatives to optimize

engineering processes, tools, and methodologies, with a focus on efficiency and quality.MUST HAVEMinimum of 12 years of experience in software project executionMinimum of 6 years of relevant experience in software material handling project executionBachelor's degree in engineering or a related fieldProven experience in software engineering, with a focus on project management and team leadership.Strong technical background and understanding of software development methodologies, tools, and technologies.Experience managing complex customer programs with multiple stakeholdersExcellent communication and interpersonal skillsExcellent strategic thinking and problem-solving skillsDemonstrated ability to drive results and meet project deadlines in a fast-paced, dynamic environment.WE VALUEAdvanced degree preferredExperience in the Mods & Upgrades industry or a similar field is highly desirableExperience in a global organizationExperience in managing programs in a matrix organizationStrong project management skills, strategic planning, and the ability to effectively communicate and collaborate with stakeholders at all levels.Ability to influence and collaborate effectively with cross-functional teams.WE VALUEAdvanced degreeExperience in the Mods & Upgrades industry or a similar field is highly desirableExperience in a global organizationExperience in managing programs in a matrix organizationStrong project management skills, strategic planning, and the ability to effectively communicate and collaborate with stakeholders at all levels.Ability to influence and collaborate effectively with cross-functional teams.