



XP Power is a designer and manufacturer of electronic power conversion products which it supplies to the electronics industry. It serves the Industrial, Healthcare, Semiconductor Equipment Manufacturing and Technology markets. It has sales and marketing operations in North America, Europe and Asia and manufacturing in China, Vietnam and North America. The Company is listed on the London Stock Exchange.

The Company has a history of consistently growing revenues (18% CAGR over the last 4 years) and profits (16% CAGR over the last 4 years) and is highly cash generative. Revenues in 2019 were in excess of US\$250 million. The company has ambitious growth plans to enter the FTSE250 within the next 3 years. XP Power has been consistently profitable and cash generative.

Current situation

Over the last 10 years XP Power has transformed its business from that of a distributor to a designer and then manufacturer of its own product. The Company has also expanded its addressable market through acquisitions of businesses that allow it to access the profitable areas of high voltage and radio frequency power. This strategy has enabled the Company to penetrate a significant number of blue-chip customers in its target market sectors and has resulted in a significant increase in earnings. With this expansion the business has become progressively more complex and many new exciting roles with good career development opportunities are being recruited.

The Opportunity

We are looking for self-motivated professionals who thrive in fast paced dynamic environments to join our team. We are proud of and committed to our culture that values Customer Focus, Flexibility, Knowledge, Speed, and Integrity. Joining our team means you will work in a high performing global company where employees collaborate and strive for excellence and can make a difference.

Job Title: *Electrical Power Supply Design Engineer – R&D*

Reports to: *Engineering Manager/Director of Engineering*

Location: 401 Commonwealth Drive, Haw Par Technocentre, Lobby B, #02-02, Singapore 149598. Website: www.xppower.com

Employment Type: Permanent

Position Summary:

Responsible for the electrical design, development and delivery of switch mode power supplies used within Industrial, Healthcare and Technology applications.

Key Responsibilities:

Level of Autonomy and Experience

- Limited supervision in:
 - o the electrical design for all sections of high performance switch mode power supplies for Industrial, Healthcare and Technology applications



- o the development and optimisation of performance to meet target specifications within cost and project plan milestone dates
- o the delivery of high integrity design for mass production to include ease of manufacture, field reliability over the product design lifetime and ease of customer integration
- Accountability for the project delivery and mentoring of Junior Engineers
- 3+ years' experience in AC-DC switch-mode power supply design from conception to production.

Key Qualifications and Skills:

- Work in a R&D team of electrical, mechanical, manufacturing engineers and technicians on delivering product design in line with XP Core Values
- Provide technical expertise in new basic product design and modification of existing products
- Responsible for the specification and compliance of designs for the product lifecycle
- Responsible for component part selection taking into consideration obsolescence, availability and cost
- Provide input to continuous improvement to the Production process
- Ensure consistency in design reviews, verification and qualification efforts
- Keep up to date with new technology applicable to our industry, experiment and communicate/collaborate with our other design colleagues
- Foster creativity and innovation in design solutions.

Team

- Self-motivated team member supporting and delivering projects from concept to manufacturing working collaboratively with colleagues across the business

Documentation

- Review and create engineering and associated documentation
- Ensure completeness of all documentation to assure smooth transition from product design and testing into manufacturing.

Project management

- Active participation in the delivery of project milestones/deliverables
- Report on electrical design status on the assigned tasks as required
- Provide answers to all queries relating to the design

Customer

- Liaises with other XP departments to ensure that the required information is available when needed and customer requests are dealt with in a timely manner
- Other duties may be assigned



Key Qualifications and Skills

- Bachelor's degree in Electronic Engineering/Power Electronics or equivalent experience
- Proven knowledge of different topologies
- Proven knowledge of EMC, thermals, magnetic design, analogue and some digital design
- Experience in digital control is an added advantage

Abilities and Behaviours

- **Analytical** - Collect and research data using intuition and experience to compliment that data
- **Problem Solving** - Identify and resolve problems in a timely manner; gather and analyse information skilfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics
- **Leadership** - exhibit confidence in self and others; inspire and motivate others to perform well; effectively influence actions and opinions of others; accept feedback from others; give appropriate recognition to others
- **Cost Consciousness** - work within approved budget; develop and implement cost saving measures; contribute to profits and revenue; conserve organizational resources
- **Motivation** - set and achieve challenging goals; demonstrate persistence and overcome obstacles; measure self against standard of excellence
- **Planning/Organizing** - prioritize and plan work activities; use time efficiently; set goals and objectives; develop realistic action plans
- **Professionalism** - approach others in a tactful manner; react well under pressure; treat others with respect and consideration regardless of their status or position; accept responsibility for own actions; follow through on commitments
- **Quality Management** - look for ways to improve and promote quality; demonstrate accuracy and thoroughness
- **Innovation** - display original thinking and creativity; meet challenges with resourcefulness; generate suggestions for improving work; develop innovative approaches and ideas
- **Oral Communication** – in English, speak clearly and persuasively in positive or negative situations; listen and get clarification; respond well to questions; demonstrate good presentation skills; participate effectively in meetings
- **Written Communication** – in English, write clearly and informatively; edit work for spelling and grammar; vary writing style to meet needs; present numerical data effectively; able to read and interpret written information.



XP Power

Benefits: Appropriate to region.

In addition to competitive salary, XP Power offers a comprehensive benefits package, which includes company healthcare and term-life insurance coverage. Non-financial benefits include a friendly work environment.

To apply, please send your resume with cover letter and salary expectation to:

Adeline Chew

Email: asiajobs@xppower.com

XP Power is an equal opportunities employer.

For further background on the company please visit

www.xppower.com.

POWERING THE WORLD'S CRITICAL SYSTEMS

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