

Cable & Wireless Communications Plc Job Description

Job Title: Manager - Fixed Engineering	Work Location: Miami	Reports to: Paul Clarke, VP Engineering & Technology
Purpose of Role: Drive transformation of Fixed Access and Voice Networks to deliver targeted Super-Fast Broadband, improve overall Broadband experience, provide Fixed-Mobile Convergence, and reduce costs and increase availability		
Role Dimensions		Personal Requirements for Role
Primary Accountabilities/ Responsibilities: <ul style="list-style-type: none"> • Network architecture and high-level design and to drive services/performance/resilience/cost-efficiency/harmonization/simplification. • Solution and high-level equipment/software specification for turn-key delivery by vendors, vendor selection (with Procurement), and design authority oversight of vendor low level designs and implementations. • Network dimensioning and capacity management. • Technology futures and roadmap. • The initial focus will be CWC's Caribbean Lime operations. • Drive rollout of Deep Fibre (FTTx) based Super-Fast Broadband Drive in key markets. • Replace legacy DSLAMs to Improve overall Broadband experience. • Replace legacy TDM voice and signalling. • Drive and evolve the rolling 3 Year Fixed Network Transformation Plan for CWC. • Drive, Fixed-Mobile Convergence solutions (including WiFi) to offer customers access to voice and data at the best speed for the best cost, wherever they are, "roaming" seamlessly across our fixed and mobile networks. • Manage Capacity for Fixed Networks. • Lead the Fixed Engineering & Technology team. 		Experience: <ul style="list-style-type: none"> • 10+ years fixed broadband experience in telecoms
		Technical Skills: <ul style="list-style-type: none"> • ADSL2+, VDSL2, GPON, FTTx, WiFi, IP routing and NAT.
		Qualifications <ul style="list-style-type: none"> • Bachelor's Degree in Business, Mathematics, Engineering or Science
		Key Behaviours: <ul style="list-style-type: none"> • Self-starting. Hands-on and with ability to diagnose and fix problems, and achieve results individually where this is most effective and rapid. Results are our priority. Presentation skills are desirable. Analysis is a necessary step towards achieving results but not our end goal. Understanding of constraints and road blocks is necessary to work through or around them, but not a substitute for achieving results.

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Significant Demands: <ul style="list-style-type: none"> • Deep technical skills and a passion for excellence, but also focus on customer/business/commercial goals/priorities whilst not losing sight of critical detail. • As we move to a model of increasingly turn-key implementation by vendors, keeping control whilst avoiding becoming the critical path, and having the commercial acumen to be able to manage the vendor's own objectives which are not always aligned with CWC objectives. • Ability to work autonomously and in multi-disciplinary teams, and to organise and coach less experienced team members. • Communication in a changing organizational environment (Group Level and Business Level). • Flexibility to travel around, and undertake hands on working in, the Caribbean and Latin America. Between 25-50% of time working away from base 		Working Practices & Relationships: <ul style="list-style-type: none"> • With CWC commercial teams: lock-sync on services and customer experience. • With Vendors: driving the technical dimension of timely and cost-effective delivery of fit-for-purpose solutions. • With Operations: network KPI definition and monitoring. • With Cluster CTIOs and Operations: 3rd line (specialist) engineering support. • With Engineering & Technology colleagues in Panama and Bahamas (BTC): alignment of technology strategy and vendors. • With Panama and Bahamas: alignment of Fixed technology strategy and vendors • With Mobile Engineering team: Fixed-Mobile Convergence • With Head of Capacity Management: network dimensioning and capacity management. • With Head of Power Engineering: planning and implementation of best power practices.
Direct Reports:	<ul style="list-style-type: none"> • Financial/ Budget: The Engineering & Technology team is critical to effective spend and return-on-investment for CWC's \$270M annual Capital Expenditure. 	
<p>Interested applicants submit resume to careers@cw.com. Please indicate the title and location of the position in the subject line of your email.</p>		