



## HEAD OF ENGINEERING

**Job Title:** Head of Engineering

**Location:** Mlolongo, Mavoko Sub-County

**Reports To:** Director of Operations

### WHO WE ARE

At MoKo Home + Living, we're on a mission to transform how Kenyan families experience furniture and home living. Our vision is to bring modern designs and world-class customer service to every household, making quality and affordability accessible to all. Too often, families must choose between expensive, high-end furniture and low-quality alternatives. We're changing that by creating well-designed, durable, and affordable furniture that turns every home into a welcoming space to sleep, relax, and entertain.

As a rapidly growing furniture manufacturer, our goal is to become the **IKEA of Africa**—delivering quality furniture at scale while maintaining affordability. As we expand, we face increasing complexity in design and process optimization, requiring a balance between functionality, cost, and functionality. That's why we're seeking an experienced and strategic engineering leader to drive innovation, optimize processes, and lead our growing teams. With over 500 MoKoers and 700,000 satisfied customers using our products daily, we're poised to serve millions more—and we need visionary leaders like you to help us get there.

### Role Summary

The Head of Engineering will be responsible for overseeing the design, development, and continuous improvement of engineering solutions within our manufacturing processes. How do we make the most affordable furniture for our target market while doing this safely and keeping the designs innovative and fun. This role requires a combination of leadership, technical expertise, and strategic vision to solve intricate design and process challenges, optimize workflows, and ensure the seamless integration of new technologies. You will work closely with other departments (e.g., operations, product development, supply chain etc ) to ensure engineering solutions meet customer expectations and drive operational efficiency.

### Key Responsibilities:

#### 1. Leadership & Team Management:

- Lead, mentor, and grow a multidisciplinary engineering team, fostering a collaborative, innovative, and high-performance culture.
- Establish clear engineering goals and performance metrics; ensure teams are aligned with the company's strategic objectives.
- Provide career development and training opportunities to engineering talent to ensure continuous growth and skill-building.

#### 2. Process Optimization & Innovation:

- Drive the development of engineering processes that increase operational efficiency, reduce costs, and ensure product quality.
- Solve complex problems related to design, manufacturing processes, and system integration.

- Implement best practices for continuous improvement, Lean manufacturing, Six Sigma, and other quality management frameworks.
- 3. Design & Product Development:**
  - Oversee product design, prototyping, and testing to ensure products meet performance, reliability, and safety standards.
  - Collaborate with product managers and R&D teams to ensure engineering solutions meet customer needs and market requirements.
  - Lead cross-functional teams to address design for manufacturability (DFM), design for assembly (DFA), and cost-reduction initiatives.
- 4. Cross-Functional Collaboration:**
  - Work closely with senior leadership to align engineering goals with overall company strategy.
  - Collaborate with supply chain and operations teams to ensure smooth manufacturing scale-up and integration of engineering innovations into production.
  - Interface with external stakeholders (vendors, suppliers, clients) to ensure engineering requirements are met at all stages of production.
- 5. Technology & Systems Integration:**
  - Identify and lead the implementation of new technologies and systems that can enhance manufacturing capabilities and drive efficiencies.
  - Ensure engineering systems and processes are scalable and flexible to support future growth.
- 6. Quality/Safety & Compliance:**
  - Ensure engineering activities comply with industry standards, regulations, and company quality requirements.
  - Establish rigorous testing and validation processes to ensure products meet the highest standards of performance, durability, and safety.

## Requirements:

- **Experience & Expertise:**
  - Proven experience (5 + years) in an engineering/manufacturing leadership role, ideally within a scale-up manufacturing environment.
  - Strong background in complex manufacturing processes, product design, and system integration.
  - Expertise in process engineering, product development, and problem-solving in a fast-paced, dynamic environment.
  - Familiarity with modern engineering methodologies, such as Lean, Six Sigma, and Agile.
- **Leadership Skills:**
  - Experience managing and scaling high-performing engineering teams.
  - Strong communication skills with the ability to present technical concepts to non-technical stakeholders and senior leadership.
  - Ability to drive a culture of continuous improvement and innovation within the engineering department.
- **Technical Proficiency:**
  - Advanced knowledge of CAD tools, simulation software, and other engineering software.
  - Experience with data-driven decision-making and process optimization tools.
  - Familiarity with the latest manufacturing technologies (e.g., additive manufacturing, robotics, automation).
- **Education:**
  - Bachelor's or Master's degree in Engineering, Manufacturing, or a related field. MBA or advanced management qualifications are a plus.

**Desirable Traits:**

- Ability to thrive in a fast-paced, high-growth environment.
- Strong problem-solving abilities and a hands-on approach to resolving technical challenges.
- Passion for innovation and staying ahead of industry trends.

**Why Join Us?**

- Be part of a rapidly growing, innovative company where you can have a significant impact on product development and operational success.
- Lead a talented and driven engineering team in tackling complex and rewarding challenges.
- Competitive salary, equity options, and benefits package.

**Application Details**

Interested candidates are invited to fill the form linked <https://forms.gle/5HTps6sHVd4vDAKV7> and provide all details. If you do not receive a response within two weeks, please consider your application unsuccessful.