

Aska Engineering is an engineering firm based in California specializing in renewable energy and Automation.

Job Title: Controls Engineering Manager

Location: Aleppo, Syria
Position Type: Full-Time
Number of openings: 1
Travel Required: No
Training: Yes
Posting URL: AskaEng.com/careers

Position Summary

The Controls Engineering Manager is responsible for leading and managing the controls engineering team and overseeing the design, development, documentation, and implementation of industrial control and automation systems. This role provides technical leadership, project oversight, quality control, and team management to ensure projects are completed accurately, efficiently, and in accordance with applicable codes, standards, and client requirements.

Key Responsibilities

- Lead, manage, and mentor the controls engineering team.
- Oversee the design and development of industrial control and automation systems.
- Define control system architecture and establish engineering standards and design practices.
- Review and approve electrical schematics, wiring diagrams, control panel layouts, I/O lists, network diagrams, and other engineering documentation.
- Provide technical guidance on PLCs, HMIs, instrumentation, VFDs, motor controls, industrial networking, and control system components.
- Oversee PLC and HMI programming activities and provide technical support to programmers.
- Review project requirements, specifications, and vendor documentation to ensure compliance with project requirements.
- Ensure controls engineering designs comply with applicable codes and standards, including NEC, NFPA, IEC, and UL requirements.
- Coordinate with electrical, mechanical, process, software, and other engineering teams.
- Manage engineering resources, workload, priorities, and project assignments.
- Establish and maintain engineering quality control and design review processes.
- Review project schedules and ensure engineering deliverables are completed on time.
- Assist with equipment selection, bill of materials (BOMs), and technical specifications.
- Support control panel design, fabrication, testing, commissioning, and troubleshooting activities.
- Work directly with U.S.-based engineering teams and clients as needed.
- Identify opportunities to improve engineering processes, standards, tools, and productivity.
- Train and develop engineers and designers to improve technical capabilities and career growth.
- Support recruiting, interviewing, onboarding, and performance evaluation of controls engineering personnel.
- Provide technical leadership on complex projects and resolve engineering issues.
- Provide support on special projects as needed, demonstrating flexibility and technical proficiency.

Required Qualifications

- Bachelor's degree in Electrical Engineering, Controls Engineering, Automation Engineering, or related field.
- 7+ years of experience in controls engineering, industrial automation, or a related field.
- 3+ years of experience leading or managing engineering teams.
- Strong experience with industrial control systems and automation.
- Strong knowledge of PLCs, HMIs, industrial I/O, VFDs, instrumentation, and motor controls.
- Experience creating and reviewing electrical control system drawings using AutoCAD Electrical, EPLAN, or similar CAD tools.
- Strong ability to read and interpret electrical schematics, P&IDs, control drawings, and technical specifications.

- Knowledge of industrial communication and networking protocols such as Ethernet/IP, Modbus, and Profinet.
- Strong knowledge of applicable electrical and industrial standards, including NEC, NFPA, IEC, and UL.
- Strong project management, organizational, and problem-solving skills.
- Strong English communication skills.
- Ability to effectively manage and collaborate with engineering teams in both Syria and the United States.

Preferred Qualifications

- Experience with Allen-Bradley, Siemens, Schneider, or other major PLC platforms.
- Experience with UL508A control panel design and fabrication.
- Experience with PLC and HMI programming.
- Experience with industrial process automation.
- Experience with SCADA systems and industrial data collection.
- Experience with electrical power distribution and motor control systems.
- Experience working with U.S.-based engineering firms or industrial clients.
- Experience managing distributed or international engineering teams.
- Advanced English skills with a certificate.
- Experience developing engineering standards, procedures, and quality control processes.

Additional Notes

- This job requires working from Aska's Aleppo Office Monday – Friday 8 AM to 5 PM Pacific (6 PM to 3 AM local time).
- Ability to adjust hours in the future.
- English will be the primary language for all business communications.
- The training program will last 2 to 4 months.
- Compensation will be based on experience and will be adjusted upon successful completion of the training period.

Perks

- Competitive salary and benefits package
- On-the-job training and continuous education (courses, certifications, webinars, & more)
- Opportunity for career advancement and internal promotion
- Supportive, fun, and flexible work environment with regular team activities
- Opportunities for community engagement and volunteering