

Role Profile: Head of Engineering

A bit about us...

Amiosec is an exciting and growing UK technology company with innovation, agility and state of the art technology at its core. We work in partnerships with UK government customers and commercial providers to deliver research, technology, products and services in the communications security sector.

Our Engineering team is one of our most important assets and we are continually looking for great engineers to come on board and join us on our journey. We provide a stimulating working environment, with an opportunity for our engineers to be involved in various projects from early-stage proof-of-concepts using emerging technology, tools and languages right through to full lifecycle product development. We run self-managing agile teams using a mixture of Scrum and Kanban techniques so that engineers get a great sense of ownership of their work and can directly see how their efforts contribute to the bigger picture and help our customers achieve their goals.

Collaboration and team spirit are key – we actively seek to share knowledge and ideas and preserve a family feel within our organisation. Our monthly Engineering Forum provides an ideal vehicle for sharing tips, tricks and techniques between projects/teams and we organise regular social activities to bring people together.

We are passionate and committed to growing new talent and as such run a Graduate Scheme and have an active STEM outreach program – working with schools, universities, and the NCSC CyberFirst program.

Our Engineering team is key to our success as a business and this not only includes what we do, but *how* we do it. Like any engineering organisation we have standardised processes and ways of working, but these are owned by the Engineering team, and we work to ensure that they are relevant, helpful and as efficient as possible so that we can focus on what we're good at – the engineering. We actively encourage our engineers to contribute to improvements in our working practices and environment and regularly try out new ideas with a view to rolling things out that work well for us.

Our Engineering team is multi-disciplinary, covering systems, hardware, mechanical, FPGA, test and software engineering and whilst software is currently by far the biggest discipline, the other areas will grow too as we expand our range of capabilities and diversify our work and skills.



What We're Looking For

Our success as a business has seen our engineering headcount grow to 23 people and we are looking to expand further in the near future. We are looking for a Head of Engineering to come on board and lead the team. This is a really important role for our organisation and will be instrumental in helping us continue to deliver successful outcomes to our customers as we grow.

As Head of Engineering, you'll be joining a diverse set of engineers who are all passionate about their work and you'll be leading from the front – helping them realise their potential whilst inspiring them to grow and develop their skills. Team fit is absolutely crucial to us, so you'll need to be a great people person, an excellent communicator, inspiring leader (commanding respect without actually commanding!) and have good skills at coaching and enabling success.

This role incorporates both strategic and operational elements; you'll be responsible for our Engineering strategy, including the practices and process which define how we execute, whilst also ensuring that we deliver against these to produce high quality output which meets and exceeds our customers' expectations.

As our work is multi-disciplinary, you'll need a solid background in multi-disciplinary engineering and product development (preferably with a specialism in software, given that this is our biggest focus). You'll need to have excellent organisation skills, a good awareness of project and risk management, and be comfortable in front of customers, senior managers, and end users alike.

To be considered for selection you will need a degree level qualification (or equivalent) in a relevant engineering subject, together with significant experience in technical leadership of teams running complex multi-disciplinary developments. You'll need to be able to demonstrate experience in inspiring and leading others to deliver successful outcomes and show how you've overcome challenges whether these be technical, procedural or people related.

Due to the nature of our work, you'll need to obtain and maintain an appropriate UK security clearance.



Typical Activities

Subject Area	Activities
Leadership and Management	<ul style="list-style-type: none"> • Own and articulate the engineering strategy, ensuring alignment with business strategy and growth aspirations. • Prepare and present forecasts for resource and capital expenditure requirements for engineering, and management of budgets once approved. • Working closely with product managers, product technical leads and other stakeholders to ensure that there is a good product delivery process and that what is built meets the needs and expectations of stakeholders. • Working with the programmes team to manage engineering resource to projects, forecasting and managing demand feeding into recruitment. • Facilitation within and between engineering teams to ensure knowledge and skills sharing. • Direct line management of skilled engineers heading up the various engineering disciplines and indirect responsibility for their teams also. • Ensuring that each engineering discipline area has a clearly defined career structure and progression path. • Lead performance reviews and encourage personal development amongst direct and indirect reports. • Identification and organisation of training driven by development needs, against an agreed budget. • Manage attendance, annual leave, disciplinary issues and procedures as and when necessary. • Active engagement in boards, technical panels and with external organisations to represent and advocate for Amiosec and our capabilities.
Engineering Lifecycle Process Ownership	<ul style="list-style-type: none"> • Ownership and refinement of the full design and development lifecycle, covering techniques, tools and processes, to ensure that they are pragmatic, efficient and effective for our organisation whilst also meeting the needs of the various standards we work to – e.g. ISO9001, government High Grade Engineering Standards, etc. • Ensuring that our processes are scalable to meet the range of complexities/maturities of projects that we undertake without adding unnecessary overhead where it is not appropriate. • Ensuring that internal standards (e.g. coding standards) which are to be applied during implementation are developed and maintained. • Measuring effectiveness and driving improvement.
Technical Oversight	<ul style="list-style-type: none"> • Review and approval of engineering outputs to ensure quality and fitness for purpose. • Providing technical support and guidance across projects and business functions. • Development, input and review of bids and proposals for future work. • Generation, feedback and ratification of plans for technical development projects.



AMIOSEC PROPRIETARY

Engineering Recruitment	<ul style="list-style-type: none"> • Work with internal and external recruiters to seek out new talent for the organisation, ensuring excellent capability, approach and fit within prospective candidates. • Coach and mentor others to be effective recruiters. • Represent Amiosec at recruitment events and other talent capture activities.
Ownership of Infrastructure and Tools	<ul style="list-style-type: none"> • Oversight of the specification, procurement and maintenance of tools and infrastructure supporting the engineering organisation (e.g. software, hardware, equipment).
Continuous Improvement	<ul style="list-style-type: none"> • Generating and analysis of metrics to measure our performance against the engineering objectives – identifying and implementing improvements where possible. • Identification of opportunities for growth and diversification of our capabilities. • Keeping abreast of new and cutting-edge technologies, tools and techniques as relevant to our business and development activities.

Technical Competencies

Subject Area	Competency
Technical Knowledge	<ul style="list-style-type: none"> • Specialist knowledge in an engineering discipline (preferably systems/software) with good working knowledge of adjacent disciplines. • Experience working in a product development environment including all the nuances of bringing a technical product to a regulated market. • Experience of working in a security related product development environment (e.g. government or other cyber security related field). • Working knowledge of IP networking aspects – protocols, tools, standards, etc. • Ability to generate and present technical information tailored to the designated audience, whether this be written, oral or presentation in format.
Requirements Solicitation and Analysis	<ul style="list-style-type: none"> • Strong knowledge of how to elicit, specify, read, and interpret requirements. • Ability to take a very loose problem definition (often driven by a new and emerging need) and turn this into a clear plan of work.
Estimation and Budgeting	<ul style="list-style-type: none"> • Proven ability to generate plans for technical development work, covering all aspects of the lifecycle and pulling together schedule and budget estimates with a good understanding of constraints and risks.

