Role Profile: Software Engineering Technical Manager

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, solutions, and services in the communications security sector.

Our Engineering team is expanding, and we are looking for experienced Engineering Technical Managers from a software discipline to come and join our team. We provide a stimulating working environment, with an opportunity to be involved in various projects from early-stage proof-of-concepts using emerging technologies, 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.

We actively encourage personal development and have a structured career framework based on industry standard SFIA grades. We provide training tailored to your needs and learning methods, and encourage our engineers to develop their skills – both technical and non-technical alike.

Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal vehicle for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings, virtual beer / wine tasting sessions and activity days – something we feel is important to support our hybrid working scheme and maintain a comfortable social atmosphere.

We are passionate and committed to growing new talent and as such run a Graduate Scheme and have an active STEM outreach program – collaborating with schools, universities, and the NCSC CyberFirst program. If you are interested, we would love you to get involved and help in these areas.

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 are good at – the engineering. We actively encourage our engineers to contribute to improvements in our working practices and environment and try out innovative ideas with a view to rolling things out that work well for us.

Our Engineering team is multi-disciplinary, covering hardware, mechanical, software, systems, and test. Whilst software is currently the biggest discipline, the other areas continue to grow as we expand our range of capabilities and diversify our work and skills.

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What We're Looking For

Our success as a business has seen our engineering team size increase through continuous and sustained growth and will expand further in the near future. We are looking for Software Engineering Technical Managers to come on board and support delivery of our projects through the engineering lifecycle. This is an important role for our organisation and will be instrumental in helping us continue to deliver successful outcomes to our customers as we grow.

You will be joining a diverse set of engineers who are all passionate about their work and you will be leading from the front – helping them realise their potential whilst inspiring them to develop their skills. Team fit is absolutely crucial to us, so you will 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.

In this role you will have responsibility for a team of engineers, where you will provide technical leadership and direction. As a result, this requires you to have a sufficient level of technical breadth, to enable you to provide decisive direction to the team with the support of our Subject Matter Experts.

As our work is multi-disciplinary, you will need a solid background in multi-disciplinary engineering and product development, with software being your specialism. You will 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 experience in technical leadership of teams running complex multi-disciplinary developments. You will need to be able to demonstrate experience in inspiring and leading others to deliver successful outcomes and show how you have overcome challenges whether these be technical, procedural or people related.

Work life balance is important, and we offer several options to support our engineers. We have an optional 9-day fortnight scheme, which gives the opportunity to compress a fortnights hours over 9 days to allow every other Friday to be taken off. We have a hybrid working policy, where we ask for a split of 3 days onsite and 2 days remote (this is subject to individual project needs). In addition, this position can be either full or part time. For part time roles we are open to considering hours that work for you as a candidate.

NOTE: - Due to the nature of our work, all candidates will be required to obtain and maintain an appropriate UK security clearance.

Typical Activities

Subject Area	Activities
Technical Leadership	• Provide technical leadership to the project team, driving best practice • Act as the point of escalation for project issues • Drive successful delivery of projects throughout the engineering lifecycle • Lead the design and development of new products
Planning & Estimation	• Plan, track and monitor project progress, utilising company tools for status reporting • Determine engineering skillset needs from a technical perspective, supporting headcount capacity planning
Project Execution	• Accountable for the team's performance within planned constraints (scope, schedule, cost, risk, and quality) • Creation, review, and approval of engineering outputs to ensure quality and fitness for purpose • Governance to company and project plans / processes
Capability Growth	• Drive a culture of continuous improvement, refining processes in real time • Ensure the team have appropriate training • Support recruitment of qualified engineers
Technology Research & Development	• Keeping abreast of new / cutting-edge technologies, tools, and techniques relevant to our business and development activities • Support development and regular updates of our product roadmaps

Technical Competencies

Subject Area	Competency
Technical Knowledge	• Specialist knowledge in software engineering 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) • Ability to generate and present technical information tailored to the designated audience, whether this be written, oral or presentation in format
Technical Leadership	• Proven track record in leading technical activities in complex projects, from concept generation to production • Ability to select and apply relevant standards • Development of new techniques and their supporting processes • Investigate and solve complex technical problems • Assist others as a technical specialist/advisor • Experience acting in a coach / mentor capacity
Requirements Solicitation and	• Strong knowledge of how to elicit, specify, read, and interpret requirements, including definition / development of system architectures

Analysis	• 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
Verification & Validation	• Knowledge of defining verification and validation plans / strategies to ensure successful completion of projects
Estimation and Budgeting	• 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
Documentation	• Review technical documents for conformity and quality • Author technical documentation, including research reports and technical proposals • Tailor document style and content appropriately for consumption by a wide range of stakeholders (customers, evaluators, engineers, management, etc.)

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