Role: Software Engineering Resource Manager

Type: Permanent
Grade: Senior, Principal
Hours: Full or Part Time
Location: Chippenham or Tewkesbury

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.

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.

Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal opportunity for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings 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. As such, we run an Apprenticeship and 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.

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. The diagram below shows the progression through our grades.
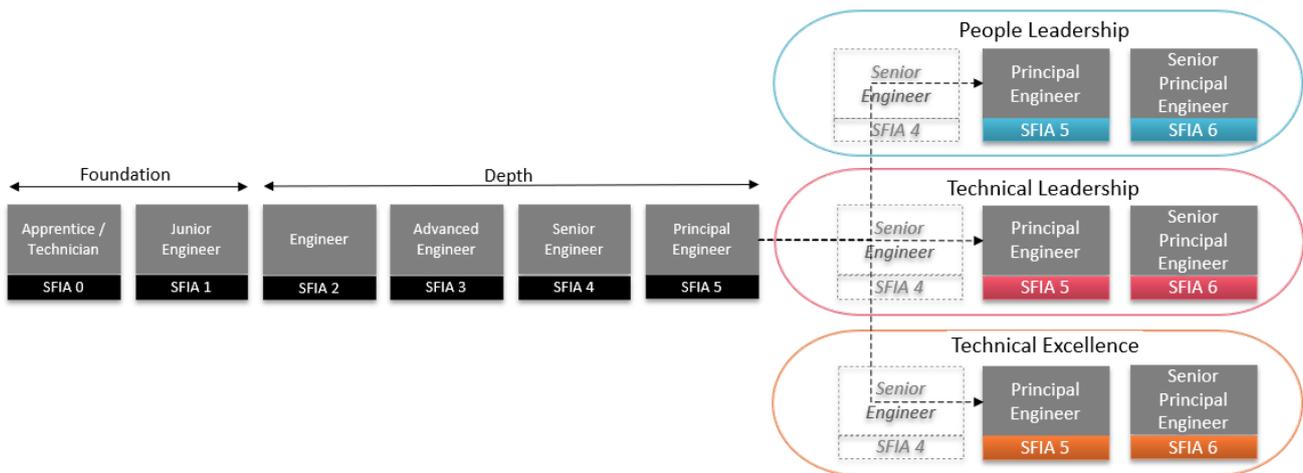
Work life balance is important, and we offer several options to support our engineers. We have an optional 9-day fortnight scheme, which gives the opportunity to compress a fortnight's hours over 9 days to allow every other Friday to be taken off. We have a hybrid working policy, where we ask for a split of 3 days onsite (Chippenham or Tewkesbury) 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.

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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 for the foreseeable future. In addition to our Tewkesbury offices, we are setting up a new office in Chippenham – an exciting time to be part of the company. We are looking for Software Engineering Resource Managers to come on board and support the growth of the engineering department. 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.

Software Engineering Resource Managers have responsibilities that cover three main aspects:
- People management duties for a team of engineers
- Continuous improvement in our engineering capability, focusing on increasing our overall competency levels and aligning with industry best practice
- Lead and / or support the design and development of new products, providing technical leadership and direction to the project teams

From a functional aspect, Engineering Resource Managers support the Head of Engineering with the general operating rhythm of the department, and work in close partnership with other Engineering Resource Managers. They are responsible for resource planning, regular people reviews and ensuring process is followed through effective governance. From a technical leadership aspect, Engineering Resource Managers support Engineering Technical Managers to successfully deliver our engineering projects. They are responsible for planning, coordinating activities across multi-disciplinary teams, reviewing and approving engineering outputs.

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). 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.

The sections below outline typical responsibilities and competencies that we are looking for. These are wide-ranging and represent the full cross-section of capabilities that we seek. Prospective candidates should be able to demonstrate ability in a number of the technical competencies (depending on grade/experience) and as a minimum, satisfy the core competencies as listed. We are not looking for full coverage across all of them in any one candidate.

Typical Activities

Subject Area	Activities
People Management	- Responsible for a team of approximately 8 engineers in a line management capacity, supporting development through active performance management - Devising appropriate goals, reviewing progress through regular one-2-ones - Actively support personal /professional development - Identification and organisation of training driven by development needs - Support resource supply and demand across the various projects, managing supply through individual growth, recruitment, training, and succession planning - Providing support for recruitment of qualified engineers - Represent Amiosec at recruitment events and other talent capture activities
Capability Growth	- Regularly assess the competency level across the various disciplines, determining areas for growth through training and recruitment of required skillsets, aligning with the needs of the future strategic roadmap of our key technology areas - Facilitation within and between engineering teams to ensure knowledge sharing - 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 - Review and recommend enhancements for company products and processes - Engagement with selected universities, both as a means to expand research in key technology areas and to attract future high performing individuals
Project Execution	- Lead and / or support the design and development of new products - Support engineers through technical leadership and guidance - Act as the first point of escalation for assigned projects - Review and approval of engineering outputs to ensure quality and fitness for purpose - Generation, feedback, and ratification of plans for technical development projects - Plan and coordinate detailed aspects of engineering work, including scope, budget, and schedules - Develop and contribute to bids and technical proposals - Governance to company and project plans and processes - Focus on driving consistency across all projects

Technical Competencies

Subject Area	Competency
Technical Knowledge	- Specialist knowledge in an engineering discipline 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 - Ability to grow technical capability across a discipline / department
Technical Leadership	- Provide leadership for the engineering function - Provide technical oversight and management on allocated project/s

Subject Area	Competency
People Management	• Experienced line manager, including but not limited to one-2-ones, objective setting, performance management, performance development and training • Experienced helping with career planning, coaching, and mentoring • Experienced with recruitment
Requirements Solicitation and Analysis	• 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 & Planning	• 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.)

Core Competencies

Subject Area	Competency
Approach	• Enthusiasm for hardware design involving the latest technologies
Working Style	• Able to work individually or as a member of a multi-discipline team • Self-motivated • Willing to be flexible and embrace new technologies/techniques • Good time management skills and ownership of own deliverables • Good troubleshooting and problem-solving skills
Customer Focus	• Good communication skills (including generation of written content including reports and technical documents) • Able to investigate and understand customer needs
Innovation	• Able to foster and develop innovative ideas • Lead and contribute to improvements in production and customer support and innovative ways of working

Amiosec is committed to providing equality of opportunity for all. We aim to ensure our workplaces are free from discrimination and that our current and future colleagues, are treated fairly and with dignity and respect. Please inform us of any reasonable adjustments that we may need to make to the application or interview process.