

## Role: Test 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.

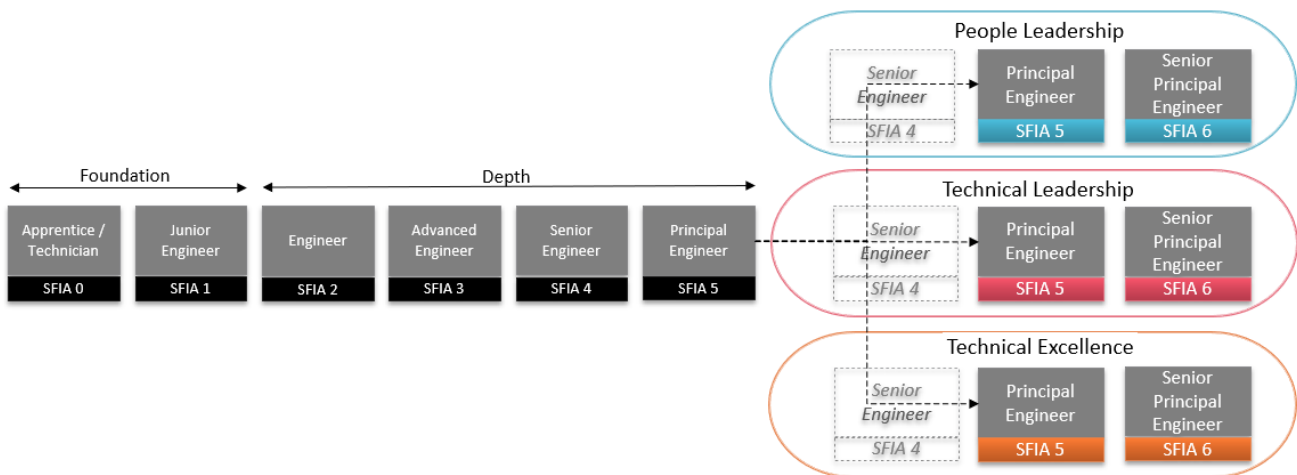
Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal opportunity for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings and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



## 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 a Test Engineering Resource Manager to come on board and support the growth of the engineering department.

The Test Engineering Resource Manager will 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 development of test strategies, plans, test cases and test execution

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 test automation and ideally software being your specialisms. 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
<b>People Management</b>	<ul style="list-style-type: none"> <li>• Responsible for a team of engineers in a line management capacity, supporting development through active performance management</li> <li>• Devising appropriate goals, reviewing progress through regular one-2-ones</li> </ul>



Subject Area	Activities
	<ul style="list-style-type: none"> <li>Actively support personal /professional development</li> <li>Identification and organisation of training driven by development needs</li> <li>Support resource supply and demand across the various projects, managing supply through individual growth, recruitment, training, and succession planning</li> <li>Providing support for recruitment of qualified engineers</li> <li>Represent Amiosec at recruitment events and other talent capture activities</li> </ul>
<b>Capability Growth</b>	<ul style="list-style-type: none"> <li>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</li> <li>Facilitation within and between engineering teams to ensure knowledge sharing</li> <li>Identification of opportunities for growth and diversification of our capabilities</li> <li>Keeping abreast of new and cutting-edge technologies, tools, and techniques as relevant to our business and development activities</li> <li>Review and recommend enhancements for company products and processes</li> <li>Engagement with selected universities, both as a means to expand research in key technology areas and to attract future high performing individuals</li> </ul>
<b>Test Strategy Development</b>	<ul style="list-style-type: none"> <li>Involvement from early stage of both product development and R&amp;D activities to evaluate the nature of the development and devise the approach, tools and methods to be used in testing</li> </ul>
<b>Test Plan &amp; Test Case Development</b>	<ul style="list-style-type: none"> <li>Oversee the development of test strategies and test plans</li> <li>Plan testing activities, including resources (effort, materials) needed and execute against these plans</li> <li>Ability to generate test strategies and plans (desirable)</li> </ul>
<b>Test Environment &amp; Infrastructure Development &amp; Maintenance</b>	<ul style="list-style-type: none"> <li>Oversee the development of test environments, including specification, design and build of test environment(s) – with an emphasis on automation and rapid reconfiguration – in which products can be introduced for testing and representative use cases can be explored</li> </ul>
<b>Tool Evaluation</b>	<ul style="list-style-type: none"> <li>Investigation of emerging frameworks (e.g. test, automation), libraries, tools etc. to inform strategy</li> </ul>
<b>Planning &amp; Estimation</b>	<ul style="list-style-type: none"> <li>Task breakdown, sizing, progress reporting</li> <li>Development/contribution to technical proposals</li> </ul>
<b>Team Activities</b>	<ul style="list-style-type: none"> <li>Involvement in Agile Scrum ceremonies and design sessions</li> </ul>

## Technical Competencies

Subject Area	Competency
<b>Technical Experience / Skills</b>	<ul style="list-style-type: none"> <li>Experience of testing in multi-disciplinary teams</li> <li>Ability to plan and execute test strategies from scratch</li> <li>Experience of test automation and continuous integration (e.g. Gitlab, Robot framework)</li> <li>Experience of using both Windows and Linux systems</li> </ul>



Subject Area	Competency
	<ul style="list-style-type: none"> <li>• Awareness of sources of vulnerability in products containing software</li> <li>• Experience of product based testing</li> <li>• Understanding of IP networks and protocols</li> <li>• Familiarity with C, python and bash scripting highly desirable</li> <li>• A basic understanding of cryptography would be beneficial (but not essential)</li> </ul>
<b>People Management</b>	<ul style="list-style-type: none"> <li>• Experienced line manager, including but not limited to one-2-ones, objective setting, performance management, performance development and training</li> <li>• Experienced helping with career planning, coaching, and mentoring</li> <li>• Experienced with recruitment</li> </ul>
<b>Documentation</b>	<ul style="list-style-type: none"> <li>• Review technical documents for conformity and quality</li> <li>• Author technical documentation, including research reports and technical proposals</li> <li>• Tailor document style and content appropriately for consumption by a wide range of stakeholders (customers, evaluators, engineers, management, etc.)</li> </ul>

## Core Competencies

Subject Area	Competency
<b>Approach</b>	<ul style="list-style-type: none"> <li>• Enthusiasm for hardware design involving the latest technologies</li> </ul>
<b>Working Style</b>	<ul style="list-style-type: none"> <li>• Able to work individually or as a member of a multi-discipline team</li> <li>• Self-motivated</li> <li>• Willing to be flexible and embrace new technologies/techniques</li> <li>• Good time management skills and ownership of own deliverables</li> <li>• Good troubleshooting and problem-solving skills</li> </ul>
<b>Customer Focus</b>	<ul style="list-style-type: none"> <li>• Good communication skills (including generation of written content including reports and technical documents)</li> <li>• Able to investigate and understand customer needs</li> </ul>
<b>Innovation</b>	<ul style="list-style-type: none"> <li>• Able to foster and develop innovative ideas</li> <li>• Lead and contribute to improvements in production and customer support and innovative ways of working</li> </ul>

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.

