Role: Engineering Leadership Roles

Type: Permanent
Grade: Senior, Principal or Senior Principal
Hours: Full 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.

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 (Chippenham or Tewkesbury) and 2 days remote (this is subject to individual project needs).

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 various engineering leadership roles to come on board and support the growth of the engineering department. We have three main leadership roles within the team:

- Engineering Resource Managers
- Engineering Technical Managers
- Engineering Technical Specialists

A common aspect we are looking for in all our leadership roles is a positive and proactive attitude, and the ability to support hands on development on one or more of our projects. The table below highlights the key responsibilities of the leadership roles.

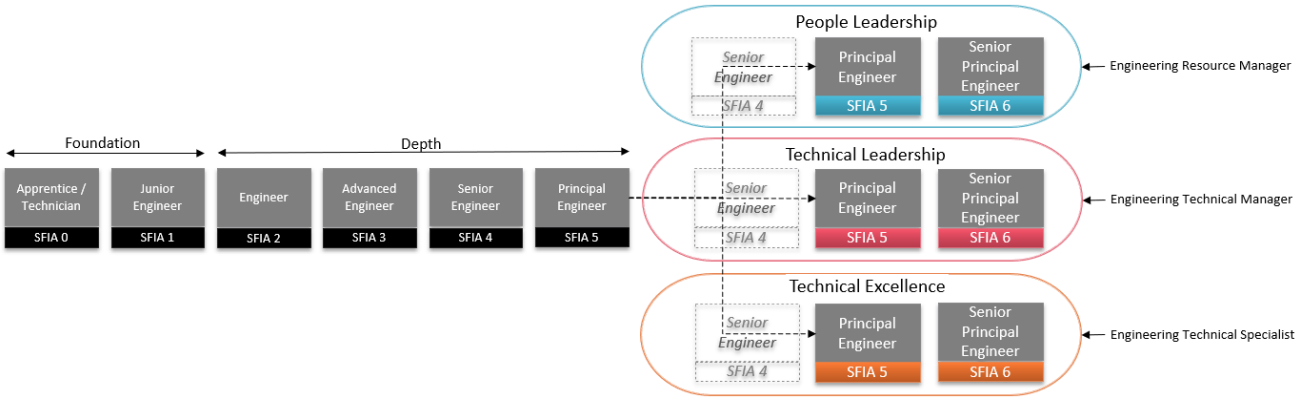
Engineering Resource Manager	Engineering Technical Manager	Engineering Technical Specialist
Hands on development 50-70%	Hands on development 70-90%	Hands on development 80-100%
Career planning, coaching, mentoring	Technical execution from concept to delivery	Technical excellence & innovation
Headcount planning & recruitment	Project planning & definition	Emerging technologies
Objectives	Customer relationship management	Customer technical engagement
Performance management	Metrics & status reporting	Architectures & system design concepts
Team building & motivation	Technical presentations, reports & reviews	Technical specifications & artefacts
One-2-ones	Scope, schedule, cost, risk, quality	In-depth technical domain specialism/s (within cyber)
Capability growth – discipline competencies	Technical capacity planning – skillsets	Capability growth - technologies
Support technical decisions	Technical direction & decisions	Product / portfolio direction
Alignment with other Resource Managers	Alignment with other Technical Managers	Alignment with other Technical Specialists
Ability to act as a Technical Manager when required	Ability to act as a Resource Manager when required	Ability to act as a Technical Manager when required
Development processes / continuous improvement	Development processes / continuous improvement	Development processes / continuous improvement
Team feedback & recognition	Team feedback & recognition	Team feedback & recognition
Product roadmaps	Product roadmaps	Product (technology) roadmaps

You will need a solid background in multi-disciplinary engineering and product development, with Hardware, Software, Systems or Test Automation 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.

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 SFIA grades, and how the leadership roles fit within the framework.



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

Technical Manager Typical Activities

Subject Area	Activities
Technical Leadership	• Provide technical leadership to the project team, driving best practice • Relationship management with external stakeholders • 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 Specialist Typical Activities

Subject Area	Activities
Emerging Technologies	• Assessment of emerging technologies and evaluation of potential impacts, threats and opportunities • Keeping abreast of new / cutting-edge tools and techniques relevant to our business and development activities • Support development and regular updates of our product roadmaps, with a specific focus on introduction of emerging technologies at suitable points in time • Collaborates with relevant stakeholders to obtain organisational commitment to technology roadmaps • Develops organisational guidelines for monitoring emerging technologies • Collaborates with internal and external stakeholders to facilitate intelligence gathering
Solution Architecture	• Development of architectures for complex solutions ensuring consistency with agreed requirements • Manages trade-offs and balances functional, service quality and systems management requirements • Analyse design concerns and technical information to identify potential issues / risks that could arise during product development • Coordinates and manages the target architecture across multiple projects or initiatives • Maintains a stable, viable architecture and ensures consistency of design and adherence to appropriate standards across multiple projects or initiatives
Technical Leadership	• Provide technical direction, driving best practice • Technical engagement with external stakeholders • Communicates proposed decisions to relevant stakeholders • Lead design reviews, including generation of the material • Support engineers' technical growth through coaching, mentoring, training
Project Execution	• Accountable for delivering within planned constraints (scope, schedule, cost, risk and quality) • Provides oversight and / or review of bids and proposals
Continuous Improvement	• Develops and improves company processes and guidance material

Resource Manager 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

The table below outlines typical technical competencies that we are looking for in our engineering leadership roles. These are wide-ranging and represent the full cross-section of leadership capabilities that we seek. Prospective candidates should be able to demonstrate ability in a number of the technical competencies (depending on grade/experience).

Subject Area	Competency
Technical Knowledge	• Specialist knowledge in a Hardware, Software, Systems or Test Automation 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 • 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 • Ability to grow technical capability across a discipline / department • Provide in-depth technical knowledge and experience in one or more specialist technologies • Define concepts for future products and services solutions • Utilise prior expertise to involve customers and stakeholders to create engineering ready innovations • Develop technical specifications and documentation supporting the new technologies • Perform design analysis and evaluations for future technologies
Technical Leadership	• Proven track record in leading technical activities in complex projects, from concept generation to production • Experience in building and maintaining relationships with customers and regulatory bodies • 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 • Provide leadership for the engineering function • Provide technical oversight and management on allocated project/s • Provide technical direction and consultation support for areas of technical expertise • Ability to represent the business as an influencer to customers / industry • Draws on in-depth technical knowledge to influence company strategies
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, including definition / development of system architectures

Subject Area	Competency
	• 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 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.)

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.