

## Role: Senior / Principal Hardware Engineer

**Type:** Permanent

**Grade:** Senior or 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.

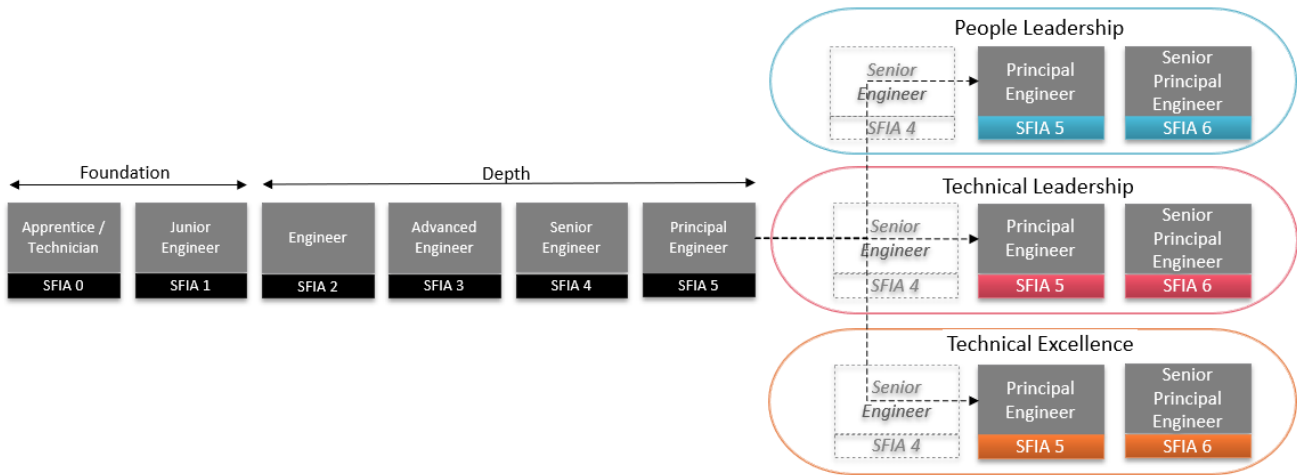
Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal opportunity for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings and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



## Senior / Principal Hardware Engineer Vacancy

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 Senior or Principal Hardware Engineer to join our team and support the continued growth of the business, bringing a wealth of experience to add value to the team. You will undertake a wide range of tasks, in an exciting environment where we provide innovative technology solutions to our customers.

General responsibilities include design, implementation and verification of innovative and complex encryption and cyber security solutions that help to solve difficult problems our customers present to us. You should be comfortable working as part of a multi-disciplined engineering team, where a focus on teamwork is essential. We are looking for someone who enjoys being a technical support and mentor to junior engineers as our team continues to grow, with potential line management responsibility.

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.

### Technical Competencies

Subject Area	Competency
<b>Design Experience</b>	<ul style="list-style-type: none"> <li>• High-speed digital and analogue electronic circuit design, simulation, implementation, and verification</li> <li>• Design (schematics and layout) of complex multi-layered printed circuit boards (PCBs) involving embedded processing devices</li> <li>• Integration and test of PCB assemblies and systems</li> <li>• Good understanding of the electronics component market</li> </ul>
<b>Technical Leadership</b>	<ul style="list-style-type: none"> <li>• Select and apply relevant standards</li> <li>• Develop new techniques and their supporting processes</li> <li>• Investigate and solve complex technical problems</li> <li>• Assist others as a technical specialist/advisor</li> </ul>
<b>Planning &amp; Estimation</b>	<ul style="list-style-type: none"> <li>• Plan and co-ordinate detailed aspects of engineering work, including scope, budget, and schedules</li> <li>• Develop and contribute to bids and technical proposals</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, technical proposals to support bids and design documents</li> <li>• Tailor document style and content appropriately for consumption by a wide range of stakeholders (customers, evaluators, engineers, management, etc.)</li> </ul>
<b>Engineering</b>	<ul style="list-style-type: none"> <li>• Provide technical expertise to product development activities</li> </ul>



Subject Area	Competency
<b>Support</b>	<ul style="list-style-type: none"> <li>• Provide fault diagnostics to assist in product improvements</li> <li>• Provide timely support for Amiosec clients</li> </ul>
<b>Continuous Improvement</b>	<ul style="list-style-type: none"> <li>• Keep abreast of and evaluate latest tools and technologies</li> <li>• Review and recommend enhancements for company products, processes, and workflows</li> </ul>
<b>Technology Research</b>	<ul style="list-style-type: none"> <li>• Evaluate emerging technologies (e.g. processors, System on Chip, etc.) in the context of Amiosec products and roadmaps</li> </ul>
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Working knowledge of commercial RF design including Wi-Fi, NFC and cellular</li> <li>• Understanding of cryptography</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.