Role: Systems Engineering Technical Lead

Type: Permanent
Grade: 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, through to 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 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 on site (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 have recently established a new office in Chippenham – an exciting time to be part of the company.

We are looking for a Systems Engineering Technical Lead to join our team and support the continued growth of the business. You will undertake a wide range of tasks, in an exciting and supportive environment where we create innovative technology solutions to our customers.

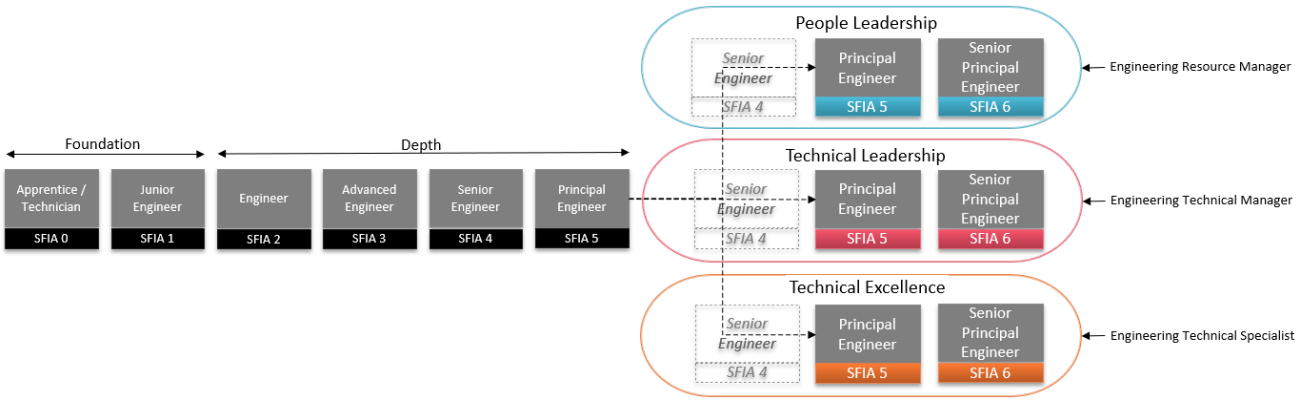
Our Engineering Technical Leads work alongside our other leadership roles; Engineering Resource Managers and Engineering Technical Specialists. A common aspect we are looking for in all our leadership roles is a positive and proactive attitude, and the ability to support hands on development on one or more of our projects. The table below highlights the key responsibilities of our leadership roles.

Engineering Resource Manager	Engineering Technical Lead	Engineering Technical Specialist
Hands on development 50-70%	Hands on development 60-80%	Hands on development 70-90%
Career planning, coaching, mentoring	Technical execution from concept to delivery	Technical excellence & innovation
Headcount planning & recruitment	Support 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	Support 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 Leads	Alignment with other Technical Specialists
Ability to act as a Technical Lead when required	Ability to act as a Resource Manager when required	Ability to act as a Technical Lead 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 experience as a Lead Systems Engineer. 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.

Typical Activities

Subject Area	Activities
Technical Leadership	• Provide hands on technical leadership to the project team, driving innovation and ensuring adherence to technical specifications and quality standards • Relationship management with external stakeholders • Act as the point of escalation for technical issues • Drive successful delivery of projects, from initial concept through to full-scale production • Lead the design and development of new products
Planning & Estimation	• Determine engineering skillset needs from a technical perspective, supporting headcount capacity planning • Shape technical strategy for projects, aligning with organisational goals and industry best practices
Project Execution	• Creation, review, and approval of engineering outputs to ensure quality and fitness for purpose • Collaborate with cross-functional teams (design, engineering, production and the Project Management Office) to achieve project objectives • Manage project timelines, identifying critical path activities and ensuring timely completion of project milestones
Prototyping & Testing	• Oversee the development of prototypes, ensuring they align with project requirements and facilitate testing • Analyse test results to make informed decision decisions on modifications and improvements
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

Core Competencies

Subject Area	Competency
Approach	• Conscientious and with an eye for detail • Enthusiasm for continuous professional development, a willingness to learn/train in new skills
Continuous Improvement	• Review and recommend enhancements for company products, processes, and workflows
Customer Focus	• Effective communication skills (including generation of written content including reports and technical documents) • Ability to investigate and understand customer needs

Subject Area	Competency
Innovation	• Ability to foster and develop innovative ideas • Lead and contribute to improvements in design, production, customer support and innovative ways of working
Working Style	• Ability to work individually or as a member of a multi-disciplined team • Self-motivated • Willing to embrace innovative technologies/techniques • Good time management skills and ownership of own deliverables • Good troubleshooting and problem-solving skills

Technical Competencies

Note; we are not looking for full coverage of the technical competencies listed in any one candidate.

Subject Area	Competency
Technical Knowledge	• Specialist knowledge in a Hardware, Software, Systems 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 • Investigation, proposal and selection of relevant standards • Develop new techniques/methods and their supporting processes • 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
Requirements Solicitation and Analysis	• Knowledge of how to elicit, specify, read, and interpret requirements, including definition / development of system architectures • 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

Subject Area	Competency
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.