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| <b>Job Title: Hardware - Team Manager</b>                   | <b>Location: Hunmanby, UK/ Mansfield, UK</b> |
| <b>Department: Engineering</b>                              | <b>Contract: Permanent</b>                   |
| <b>Reports To: Engineering Manager / Technical Director</b> | <b>Direct Reports: Up to 10 Engineers</b>    |

## 1.0 Job Summary & Role

The Team Manager (Hardware) will work within the Engineering department based at our site in Hunmanby and Mansfield. They will perform a hands-on role within the matrixed engineering team to line manage a subset of the engineering team in the delivery of new product developments and the maintenance of existing ones.

## 2.0 Key Responsibilities & Main Duties

- Line management of a segment of DSE engineering team. Engineers are located at both the North Yorkshire and Sutton in Ashfield sites with some remote and hybrid working in place.
- Line management includes day to day task management, 1:2:1 appraisal, goal setting, creating, and guiding personal development plans, holiday approval and sickness review.
- Work collaboratively with the Project Managers to review the technical content of projects, define and estimate the duration of tasks to form project plans, assist in making sure project plans are technically correct and appropriate timescales are being worked to.
- Work with Project managers to allocate engineering work tasks to the reporting segment, using JIRA or similar tool for task management.
- Provide technical guidance and be a mentor to junior engineers.
- Review and be responsible for engineering work to ensure a high standard of output from the reporting segment.
- Ensure the engineers have the necessary skills, knowledge, and tools to complete the tasks.
- Work with the engineering management team to address gaps as necessary.
- Work at the project inception stage to provide product and project costs estimates, feasibility studies and ensure that high level technical requirements are captured completely prior to wider engineering involvement.
- Be a technical decision maker and contribute to platforms and architecture strategy.
- Assist in the development of in-house tools and processes.
- Support the wider company by answering technical questions.
- Administration and maintenance of engineering systems, revision and variant control systems, issue management systems.
- Work with other supervisors and engineering managers to ensure alignment on technology, processes, designs and testing.



- Review department KPIs to ensure targets are being hit.
- Depending on size of team, work hands on as an engineer for the relevant discipline.
- Other ad hoc duties as and when required.

### 3.0 Internal & External Relationships

**Project Managers** – assign resource, review project plans, specifications, assist with project delivery.

**Customers** – occasional customer interaction may be required in calls, meetings or traveling to undertake customer visits.

**Product Management** – support during project inception stage and assist in requirements capture and project estimates.

**Technical Support** – assist technical support with customer queries, delegate to the engineering team as required.

### 4.0 Key Performance Indicators

- Lead a segment of the engineering to successful deliver quality engineering solutions that meet business’s needs.
- Individual and promoted professionalism.
- Personal development of direct reports.
- Ability to communicate technical issues to wider audience with clarity and precision.
- Ability to make and direct decision making and empowerment of the wider team.
- Grow application knowledge for industrial control systems.

### 5.0 Essential/Desirable Factors

| Knowledge  |  |
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| <p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Solid understanding of electronic and electrical principles</li> <li>• Solid analogue and digital circuit design</li> <li>• Experience with Altium or similar PCB design tools</li> <li>• Extensive experience in PCB design and manufacture (DfMA)</li> <li>• Proficient with designing for EMC compliance with sound knowledge of EMC testing and certification</li> <li>• Experience with electrical safety certification, EN 61010-1 standard</li> </ul> | <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Good understanding of power generation and industrial control systems</li> <li>• UL approvals and certification process</li> <li>• CAD tools for mechanical design</li> <li>• Embedded / firmware development in C/C++</li> <li>• Reliability prediction analysis</li> </ul> |



## JOB DESCRIPTION & PERSON SPECIFICATION



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| <b>Skills &amp; Attributes</b>  |   |
| <b>Essential:</b> <ul style="list-style-type: none"> <li>Provide technical guidance and mentoring to junior engineers</li> <li>Ability to communicate complex technical issues to a wider audience</li> <li>Technical decision maker</li> <li>Ability to manage multiple tasks and prioritise duties</li> <li>Commercial awareness</li> </ul>   | <b>Desirable:</b>   |
| <b>Experience</b>   |   |
| <b>Essential:</b> <ul style="list-style-type: none"> <li>Team management</li> <li>Experience in managing a mix of remote and hybrid team of engineers</li> <li>Usage of task management tools and bug tracking - Jira, Redmine</li> <li>Experience in running daily standup meetings with the team and management</li> <li>Good understanding of the waterfall and Agile development and release process</li> <li>Line management, day to day task management, goal setting, personal development plans, holiday approval, sickness review</li> </ul> | <b>Desirable:</b>   |
| <b>Qualifications</b>   |   |
| <b>Essential:</b> <ul style="list-style-type: none"> <li>Degree educated in Electrical or Electronics Engineering</li> </ul>  | <b>Desirable:</b> <ul style="list-style-type: none"> <li>Other relevant certifications</li> </ul> |

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| <b>Created by</b>   | <b>Dated Created</b> |
| Engineering Manager | 13/11/2024           |

