

Job Title: Software Engineering Supervisor	Location: Mansfield or Hunmanby
Department: Engineering	Contract: Permanent
Reports To: Engineering Manager	Direct Reports: Up to 10 engineers

1.0 Job Summary & Role

The Engineering Supervisor 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.

This role will work within the Engineering department and can be based at our head office in Hunmanby or our Engineering site in Mansfield.

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, 1:1 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 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 responsibility 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 capture 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 process



- 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.

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 successfully 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	
<p>Essential:</p> <ul style="list-style-type: none"> • Understanding of advanced software architecture patterns and approaches • Familiar with commonly used languages/tech stacks for development on Windows, Linux and Web and Mobile Platforms • Good understanding of - C#, .NET, ASP.NET, .NET Core, JavaScript, PHP, React Native, Blazor 	<p>Desirable:</p> <ul style="list-style-type: none"> • Android and iOS application development • Understanding of power generation, electrical theory and industrial control systems



JOB DESCRIPTION & PERSON SPECIFICATION



<ul style="list-style-type: none"> • Good understating of communications protocols like USB, CAN, TCP/IP, RS485 • Knowledge of kubernetes and docker, hypervisors and the configuration and management of servers. 	
Skills & Attributes	
<p>Essential:</p> <ul style="list-style-type: none"> • Provide technical guidance and mentoring to junior engineers • Good communication skills and ability to discuss product development and areas of risk. • Ability to communicate complex technical issues to a project and product management. • Technical decision maker • Risk identification and mitigation techniques 	<p>Desirable:</p>
Experience	
<p>Essential:</p> <ul style="list-style-type: none"> • Source control proficiency - TFS, Github • Usage of task management tools and issue management tools Jira • Experience running daily standup meetings with the team and management • Experience in managing a mix of remote and hybrid team of developers • Line management, day to day task management, goal setting, personal development plans 	<p>Desirable:</p>
Qualifications	
<p>Essential:</p> <ul style="list-style-type: none"> • Computer Science related BSc 	<p>Desirable:</p>

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