



Role Profile

Role title: Senior Engineer - Software

Location: All

Department: Engineering

Reports to: Engineering Manager

Work Level: 1

“I am responsible for managing myself to provide a good quality service to customers, suppliers and/or colleagues

AND

I have a high level of knowledge of my areas of expertise and a good understanding of related topics”

Nature of Work: the key purposes or outputs that the role is expected to deliver

Responsible for the design and development of larger projects or systems, including timescales, cost and performance requirements from submission of detailed proposals to post production support.

Is accountable for:-

- Project technical leadership
- System, technology and process innovation at group level
- The use, investigation and implementation of appropriate design tools and techniques
- Supporting sustaining activities on existing projects as required / directed
- Ensuring the provision of appropriate documentation to support Engineering, Operations, Validation, Test and Customer Services
- Providing input, monitoring and reporting of product/project plans and budgets
- Participating and driving in all aspects of Continuous Improvement
- Participation in the ongoing coaching and mentoring of appropriate engineering staff
- Keeping self and others up to date with industry trends and best practices for product/project design and development
- Maintenance and adhering to appropriate company processes and quality systems

Role Accountabilities:

Resource Complexity: the accountability for resources including people, budgets, systems, knowledge and experience

- Contributing to the creation, monitoring and adherence to project timescales
- Responsible for delivery within budgetary constraints
- Uses knowledge and experience to make timely recommendations of resource / tool requirements to support allocated tasks
- Uses analysis, judgement and the application of technical skills to achieve project related goals
- Developing specialist skills and knowledge in related work areas (i.e. Continual Personal Development)
- Initiate and define engineering re-use opportunities
- Uses analysis and judgement to appropriately plan resource that role holder is accountable for
- Ensuring Health & Safety procedures are followed personally and by other team members
- Developing in accordance with the Company process.

Problem Solving: the types of problems that need to be solved

- Analyse more complex problems and propose a range of options with an informed and considered recommendation of the most appropriate solution.
- Escalate resource or specification issues that cannot be resolved locally
- Fully understands and considers the implications of decisions on timescales, budget, other team members, and resource
- Proactively works to resolve internal team problems expediently
- Provide a proactive approach with the ability to seek guidance and approval from more senior colleagues at the appropriate time.

Change: The types of change the role will have to initiate or respond to

- Identify, recommend and implement positive change within the working group to;
 - Enable appropriate technology, tool, workflow, process and governance improvements
 - Promote opportunities for innovation
 - Provide remedial action to keep plans on track
 - Support innovation
 - Propose changes to company processes, tools and design methodologies
- Positively champion change to other team members
- Identify novel ideas and / or patents

Natural Work Team: Who the role holder needs to work with internally to achieve the deliverables of the role

Supports productive working relationships and full/open communications with:-

- Their Manager
- Engineers in the team
- Engineers in other teams
- CTO / CSO
- Sales including technical sales
- Technical publications
- Customer service / Solutions team
- Manufacturing
- Finance
- Purchasing

External Interaction: Who the role holder needs to work with externally to achieve the deliverables of the role

Supports productive working relationships and full/open communications with:-

- Customers
- Third-Party Component, Service and Product Suppliers
- Competitors
- PR / Media support

Timeline: Length of time to achieve the desired outcome or a period of measurement

- Weekly progress reporting
- Typically within 3 – 6 months to successful completion of work and 0 – 12 months to gauge the impact of decisions



Operating (technical) skills, knowledge and experience required:

- **Skills:** design skills (system, algorithm, architecture and code design, testing); ability to provide effective documentation and project planning support; written and verbal communication skills, team working, influencing, time management analytical and problem solving skills.
- **Experience:** demonstrated the ability to develop innovative engineering solutions, meeting requirement, timescale, cost, resource and quality expectation; experience and understanding of the development lifecycle from requirements capture to post release sustaining; experienced with all relevant development tools and equipment.
- **Knowledge:** technical qualification at degree level or equivalent; knowledge of his/her areas of expertise and an understanding of related topics; technical knowledge of relevant broadcast specifications/practices; understanding of how his/her activities contribute to and fit into the overall company objectives and strategy.

Person Specification

Role title: Senior Engineer - Software

Location: Havant

Department: Conversion & Restoration

Work Level: 1

Skills, Experience and Knowledge:	Requirement: Essential/Desirable	Tested By:
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Strong software skills covering the full development lifecycle (requirements capture, analysis, design, test, documentation, sustaining)	Essential	CV, interview and practical test
Competent with C/ C++ in Linux development and target environment	Essential	CV, interview and practical test
Experience of software architecture design, API design and UML	Essential	CV and interview
Experienced with typical development toolkit: <ul style="list-style-type: none"> • Re-use consideration • Configuration management • Revision control • Issue tracking 	Essential	CV and interview
Good analytical and problem solving skills	Essential	CV and interview
Good planning and organisation skills including time-management/prioritisation	Essential	CV and interview
Competent with an embedded Linux development and target environment	Desirable	CV and interview
Competent with the Qt framework and development environment	Desirable	CV and interview
A broadcast / signal processing background	Desirable	CV and interview
Personal Qualities:	Requirement:	Tested By:
Strong inter-personal and communication skills (written and verbal) – ability to communicate at all levels and establish good working relationships	Essential	CV and interview
Proactive and positive in approach	Essential	Interview
Self motivated, innovative, open minded	Essential	Interview



Qualifications:	Requirement:	Tested By:
Degree level qualified OR Relevant experience (preferably broadcast background)	Essential	CV

Capacity for development:	Requirement:	Tested By:
Eagerness to learn, develop and share skills	Essential	Interview

Other:	Requirement:	Tested By:
Ability to travel to other UK and International sites	Desirable	Interview