Job Title: Senior Systems Engineer (Technology)

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| Role Purpose (position scope) |
| This Senior Systems Engineer role is a position within the Draken CTO team in support of a wide variety of internal and customer work packages and projects. The role is responsible for applying systems engineering expertise to key projects, to ensure these projects are delivered and accepted to specification within agreed costs and timescales. This is a user facing role requiring the capability to communicate complex ideas effectively. The Engineer will typically be part of an Integrated Product Team (IPT) and will contribute to the performance of the IPT to ensure that the performance expectations are met or exceeded. The role is to drive the requirements specification; anticipating system, hardware and software design and test complexity up front, to minimise project risk whilst managing and negotiating challenging customer requirements. The primary project responsibility of this role is to be the technical lead for S-IADS, leading technical development of the product and delivering the technical content of trials and demonstration events. |

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| Line Manager | Dotted Line | Direct Reports | Dotted Line |
| Chief Engineer (Technology) | S-IADS Programme Manager | None | None |

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| Key Responsibilities |
| * Safety first. Operate in accordance with the SHE standards. Identify where the SHE Standards are applicable to appointed operations/tasks and apply safe systems of work.
* Team leading – facilitate the maximisation of team performance through motivation, conflict management and good communication.
* The safety, quality and design compliance of all activities.
* Act as technical lead and design authority for nominated projects through the entire lifecycle.
* Contribute to definition/development of Systems Engineering technical strategy.
* Liaising with the customer and user: negotiating requirements and presentation of proposals for new and existing system behaviour.
* Development of technical proposals in support of new bids, understanding, negotiating and presenting existing capability and new customer requirements.
* Contribute to and lead customer meetings where appropriate.
* Maintain, grow and promote relevant technical skills and domain knowledge - help develop staff competency by sharing domain knowledge and skills.
* Contribute to bids and estimating – provide appropriate/quality input to the satisfaction of the Bid Manager and other stakeholders.
* Development and maintenance of key system engineering documents including system and sub system requirements, configuration and other technical documentation including manuals and training material.
* Understanding and reviewing systems, hardware, software, test and integration documentation to confirm that the hardware, software and architecture design are compliant.
* Fulfil tasks to agreed time, budget and quality
* Recognising the need for and proposing process and product improvements to ensure best practice and compliance with relevant standards (including safety).
* Application of, and compliance with, engineering processes and practices, including engineering framework, LCM and regulatory requirements.
* Travel within the UK and overseas to support business needs as necessary.
* Any other duties reasonably requested by management within the capability of the incumbent.
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| Core Competences |
| * Ability to formulate recommendations in complex and ambiguous situations and with incomplete data.
* Line management of a small team of engineers.
* Excellent communication, technical report writing and presentation skills.
* The ability to work within a large organisation in a matrix management structure.
* Team oriented with proven communication, change management and influencing skills.
* Negotiating skills to influence and agree new requirements with key stakeholders including customers and users.
* Attention to detail with high levels of accuracy.
* Self-motivated, confident and assertive.
* Managing and prioritising of own and others’ time across multiple activities to meet relevant deadlines and timescales.
* Knowledgeable of engineering processes, practices and measures of performance and ability to make recommendations to drive their continuous improvement.
* Alignment with Draken core values and behaviours.
* Ability to build excellent relationships with team leads and peers across Draken.
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| Experience |
| * Demonstrable track record of technical delivery.
* Significant experience of working within a Systems Engineering environment and/or team through full lifecycle, to include aircraft Systems Integration, Security Architecture, Accreditation & Tempest.
* Familiarity with computer network and systems configuration, electronic warfare, software engineering principles, aerospace and defence industries, markets, products and technologies.
* Familiarity with the product lifecycle from system requirements, architecture, design, integration, qualification, verification, through to production and support.
* Requirements Management (all levels), methodologies and toolsets.
* Systems Design, methodologies and toolsets.
* Experience of networked C2 systems.
* Knowledge and experience of LCM and Engineering Design Reviews.
* Significant experience and understanding of configuration management techniques and associated standards.
* Proven ability to work and deliver to time pressure and deadlines.
* Proven technical leadership role on projects to drive the engineered solution through lifecycle.
* Demonstrable performance in team building, fostering organisational culture and delivering continuous improvement.
* Desirable – CEng, MEng/MSc
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| Key Measures |
| * The Safety, Quality and Regulatory compliance of all activities.
* Contractual delivery compliance, customer satisfaction and organisational reputation.
* Compliance with all Draken Policies, Processes and Procedures and company ethics.
* Contribute to delivery of continuous improvement and change in line with best practice.
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