Job Title: Embedded Software Manager	**Location:** Mansfield or Hunmanby
Department: Engineering	**Contract:** Permanent
Reports To: Senior Engineering Manager	**Direct Reports:** Up to 15 Software Engineers, including Senior Software Engineers

1.0   Job Summary & Role

The Embedded Software Manager will work within the Engineering department based at our site in Hunmanby or Mansfield. They will be required to 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.

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 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

- Allocate engineering work tasks to the reporting segment, using JIRA or similar tool for task management and drive the team to delivery of a successful software product

- 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 be 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

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

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

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

4.0   Key Performance Indicators

- Project task breakdown with accurate estimates for delivery

- 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	
Essential:	**Desirable:**
- Expert in C/C++ for embedded systems - Understanding to Linux operating systems and application development, including Yocto - An appreciation of the power generation industry and/or control and automation solutions - Understanding of product development and managing multi discipline teams - Software development life cycles, tools and processes	- Familiar with the CodeSYS application development environment - IAR compiler - Github, TFS - ARM Cortex M series microcontrollers

- A functional safety standard such as ISO 26262, 61508 or IEC 60730
- Good understanding of cyber security principles and technologies for embedded systems

Skills & Attributes	
Essential:	**Desirable:**
- Excellent written and verbal communication skills - Excellent ability in work break down and task estimation with a willingness to commit and drive projects to completion - Familiar with combined stage gated (waterfall) / agile development approaches - Risk identification and mitigation techniques - Comfortable communicating with both technical engineers and management - Problem-solving and trouble-shooting capabilities - Enthusiastic and optimistic	

Experience	
Essential:	**Desirable:**
7 years+ experience as a senior engineer or team leader, with direct reports 7 years+ working as an embedded software engineer, with a mixture of RTOS and Linux project exposure - A background in electronics, possibly from degree education	- Atlassian tools, JIRA and Confluence - Smartsheet's for project management - SharePoint

Qualifications	
Essential:	**Desirable:**
Relevant Bachelors' Degree	

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