

## JOB DESCRIPTION & PERSON SPECIFICATION



<b>Job Title:</b> Head of Engineering	<b>Location:</b> UK
<b>Department:</b> Engineering	<b>Contract:</b> Permanent
<b>Reports To:</b> Technical Director	<b>Direct Reports:</b> Senior Engineering Manager, Senior Project Manager

### 1.0 Job Summary & Role

Deep Sea Electronics is a truly global company with an industry leading brand and reputation. Based in the UK, we are a leader in electronics manufacturing, specialising in controls and automation solutions, primarily for the power generation industry and diversification into other sectors, including mobile machinery and renewable technologies. With a strong commitment to innovation, quality, and customer satisfaction, we have established a global leading brand and market share of nearly 50%.

As Head of Engineering, you will lead the operational excellence of our multi-disciplinary engineering team ensuring technology alignment, global resource efficiency, and world-class delivery standards.

### 2.0 Key Responsibilities & Main Duties

- Champion a culture of delivery, collaboration, and continuous improvement — empowering teams to take ownership, innovate, and grow through regular feedback and professional development
- Drive strategic alignment and execution excellence, ensuring all projects are delivered to the highest engineering standards, on time, and with measurable business impact
- Establish and maintain the Engineering Technology Roadmap, setting direction for platforms, tools, and capabilities that support long-term digital transformation and scalability
- Lead the integration of Cyber Security and Functional Safety into all engineering processes, embedding these disciplines as foundational pillars of quality and compliance
- Develop and deliver an effective Engineering Communication Plan, ensuring clarity of vision, transparency of priorities, and consistent stakeholder engagement across global teams
- Oversee and provide technical leadership to multi-disciplinary engineering teams, ensuring technical decisions align with strategic goals and architectural standards
- Be a key contributor to the setup, integration, and management of offshore engineering resources, building high-performing, globally distributed teams with clear governance and delivery models
- Collaborate with the Engineering Management Team to forecast and maintain long-term resource and capability plans aligned with product and business priorities
- Approve and guide the adoption of development tools, platforms, and key technologies



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- Ensure consistency, scalability, and security across all projects
- Provide general management and oversight of engineering offices and facilities, ensuring optimal utilisation, safety, and operational excellence
- Champion a segment of the product portfolio, to ensure process, product and market knowledge remains relevant
- Monitor and stay ahead of industry trends, emerging technologies, and evolving regulations, assessing their relevance and potential to drive innovation and competitiveness

### 3.0 Internal & External Relationships

- PMO – Collaboration on technology and product road map for high level resource planning
- Technical Support – Assist with urgent customer issues, co-ordinate knowledge sharing and training
- Product Management – Support during project inception stage and assist in requirements capture, application and market analysis and initial project estimates
- Customers – Assist with technical sales, understanding and capturing technical requirements, will include some international travel to customer sites

### 4.0 Key Performance Indicators

- Ontime project delivery is a major KPI for this role
- Retention of engineering staff and the balancing of expertise
- Engineering team utilisation to target NPI allocation levels
- Quality metrics for product designs

### 5.0 Essential/Desirable Factors

Knowledge	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Good knowledge of the power generation industry and control solutions</li> <li>• Functional safety and cyber security and the CE marking process</li> <li>• Good understanding of electronic manufacturing process</li> <li>• Understanding of product development and managing multi-discipline engineering teams</li> <li>• Software development life cycles, tools and processes</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Exposure to off highway and mobile industry</li> <li>• FCC, E11, PTCRB and other regulatory approvals</li> <li>• Familiar with the CodeSYS application development environment</li> <li>• Solid understanding of EMC and Environmental industrial standards, requirements and testing procedures</li> </ul>



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<b>Skills &amp; Attributes</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills</li> <li>• Familiar with combined stage gated (waterfall) / agile development approaches</li> <li>• Risk identification and mitigation techniques</li> <li>• Comfortable communicating with technical engineers</li> <li>• Good communication skills and ability to discuss product development and areas of risk</li> <li>• Enthusiastic and optimistic approaches</li> </ul>	<p><b>Desirable:</b></p>
<b>Experience</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Proven experience in leading new product design, development, and production</li> <li>• Experience working with engineering project management teams</li> <li>• Strong engineering management experience</li> <li>• Use to working in a high-paced environment</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Atlassian tools, JIRA and Confluence</li> <li>• Smartsheet's for project management</li> <li>• SharePoint</li> <li>• Working knowledge of ERP systems</li> </ul>
<b>Qualifications</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Relevant Degree level education</li> </ul>	<p><b>Desirable:</b></p>

<b>Created by</b>	<b>Dated Created</b>
Technical Director	23/04/2026

