IAAPS
ADVANCING PROPULSION

Engineering Team Manager

Candidate Pack
Spring/Summer 2025

Welcome to IAAPS

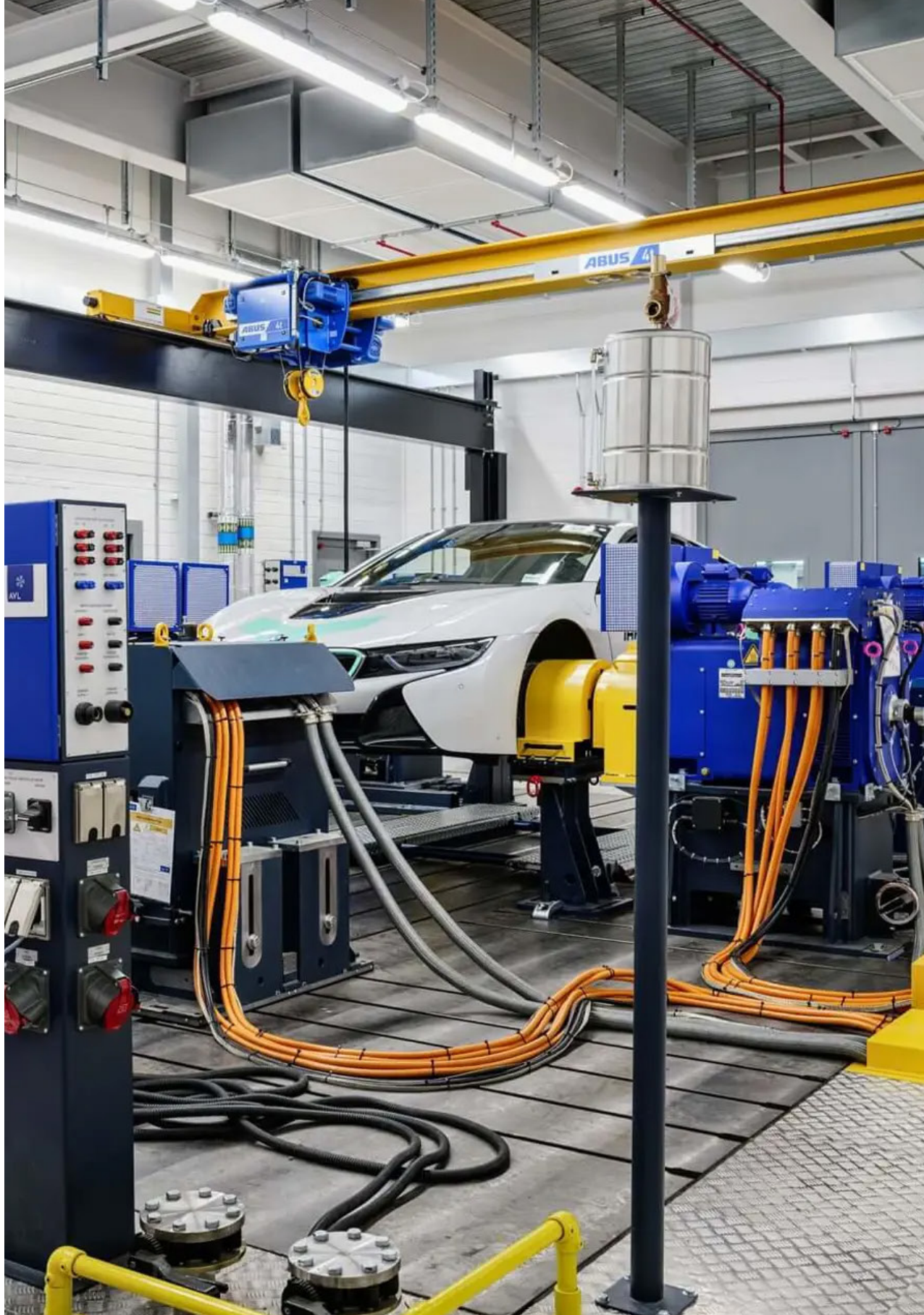
At the Institute for Advanced Automotive Propulsion Systems (IAAPS), we are dedicated to pioneering advancements in clean, efficient, and low-carbon propulsion technologies. Our unique relationship with the University of Bath allows us to blend commercial innovation with world-leading research.

Our state-of-the-art facilities support R&D in automotive, aerospace, and marine propulsion systems, whilst being at the forefront of green hydrogen production, sustainable fuels, and electrified propulsion systems.

Looking ahead, we envision IAAPS as a global leader in propulsion technology, continually pushing the boundaries of what is possible and setting new standards in the industry. We seek passionate individuals eager to embrace challenges and drive technological innovation to meet our ambitions.

Join us in shaping the future of propulsion technology.

Mike Bates
Head of Engineering - IAAPS Ltd



ACCELERATING THE PACE OF INNOVATION IN FUTURE MOBILITY

Our World Class Facilities

Our Mission
As a world-leading R&I centre, we support the wider transport sector in the transition to net zero. Our great ambitions are to solve the industry's biggest challenges by creating the technologies, tools and systems needed to accelerate the move to clean, affordable and sustainable mobility.

Our Facility
Located in the South West of England, our £70 million Research and Innovation centre spans an impressive 11,300 square metres at the Bristol & Bath Science Park. We are a commercial subsidiary of the University of Bath, and our world-class facility ranks among the top three independent institutions of its type in the world.

- 2 x 4WD 5E Powertrain/Transmission(incl. Full Vehicle tests)
- 1 x 2WD 3E Powertrain/Transmission
- 6 x Propulsion (E-Machine/Thermal/Engine) cells
- 3 x Flexible Lab Spaces
- 1x Battery cell cycling facility
- Battery Emulation Capability (All Test Cells)
- Digital Engineering Lab
- Secure environment for collaborative research and validation.
- H2 Storage – 270kg storage tank @ 15-30 bar
- Green Hydrogen production – 500kW electrolyser and onsite storage

Our Values

At IAAPS, we strive to attract and select the brightest minds to be part of our team. We believe in working within a highly collaborative and cross-disciplinary environment where everyone's contribution matters and makes a real difference to what we achieve together.

IAAPS

Engineering Team Manager

The Role

Engineering Team Manager

We are seeking an experienced Engineering Team Manager to lead our growing engineering team during an exciting scale-up phase. This role offers the opportunity to shape the future of sustainable propulsion technology whilst developing and managing a talented team of engineers.

As Engineering Team Manager, you will have responsibility for engineering resources at our Bristol & Bath Science Park site, with a focus on efficient resource management and delivery of cutting-edge research projects.

Why This Role Matters

The key to our success is our people. We are a dynamic SME operating at the forefront of future low carbon mobility, and this role is critical to our continued growth and success in delivering world-class research projects.

Key Responsibilities and Expectations

Team Leadership (60%)

- Line management of 12 direct reports within our matrix project structure
- Coordinate team learning, development, performance management and appraisals
- Lead recruitment, onboarding and ongoing development of the engineering team
- Resource allocation ensuring optimal skill-set matching to projects
- Monitor team utilisation and capacity to meet project objectives

Engineering Leadership (40%)

- Provide technical guidance and leadership across projects
- Work closely with Project Managers and Principal Engineers for seamless delivery
- Support breakdown recovery actions and improvement projects
- Represent IAAPS at client meetings, conferences and technical presentations
- Ensure adherence to quality policies, health & safety compliance

Facility Support

- Provide engineering support for maintenance and calibration scheduling
- Support master test facility and equipment planning
- Lead health & safety procedures in test facilities
- Contribute to creating a high-quality work environment

Skills, Qualifications and Attributes

Essential Experience

- Degree or HND in Mechanical/Electrical/Chemical Engineering or related subject
- Considerable experience of technical team and/or facility management
- Previous experience in automotive powertrain research or vehicle test & development
- Demonstrable project management experience with resource scheduling and budget management
- Experience leading multi-disciplinary teams in a matrix organisation structure
- Strong track record of on-time delivery in high-pressure environments

Desirable Qualifications

- Formal project management qualification (PRINCE 2 or similar)
- H&S Qualification (IOSH or NEBOSH)
- Experience in automotive, aerospace or marine sectors

Personal Attributes

- Strong communication and relationship-building skills
- Ability to adapt personal style to different audiences and influence effectively
- Proactive approach to managing competing demands and deadlines
- Strong organisational skills with a delivery-focused mindset
- Ability to analyse situations and present creative solutions
- Self-starter mentality with enthusiasm for developing processes and structures

What We Offer

Competitive Package

- Salary: £65,000 (dependent on experience)
- Pension: 8% employer contribution (12% maximum with employee matching)
- Location: Bristol & Bath Science Park

Comprehensive Benefits

- Group Life Assurance: 4x basic annual salary
- Private Medical Insurance: Through Bupa
- Group Income Protection: Long-term salary continuation
- Employee Assistance Programme: 24/7 confidential support
- Relocation Assistance: Up to £8,000 towards expenses

Work-Life Balance

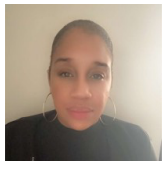
- Holiday: 26 days plus bank holidays
- Flexible Working: Choice in how and when you work outside core hours
- Compassionate Leave: 5 days paid leave per year
- Cycle to Work Scheme: Tax-efficient commuting option

Additional Perks

- Employee Referral Scheme: £600 for successful referrals
- Help@hand App: Access to remote GP, physiotherapy and support services
- Professional Development: Learning and development opportunities
- Cutting-edge Environment: Work with world-class facilities and technology

Contact information

Please get in touch with Kira or Francis via the details below for more information.



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Your Application

We want your experience to be as seamless as possible. Here's a quick summary of what to expect during the process.

Initial Conversation

Our initial conversation offers you the chance to gain insights and ask questions about the role and our culture.

Application Submission

Upon receiving your invitation, we welcome any inquiries about the application process to ensure clarity and confidence.

Shortlisting Process

Should your application be shortlisted, we will inform you promptly and provide constructive feedback.

On-site Interview (2 hours total)

- Presentation: Delivered to colleagues (30 minutes)
- Panel Interview: Formal discussion with senior team (60 minutes)
- Site Tour: Experience our world-class facilities (30 minutes)

Decision & Feedback

We aim to provide feedback within seven working days of your interview.

Offer Process

Formal written offer with opportunity to discuss terms and ask questions.

Interview Panel

Your interview panel will include:

- Mike Bates (Head of Engineering)
- Current Engineering Manager
- Principal Engineer
- HR (Helena Paula)
- Rob Oliver (Managing Director)

CLICK HERE TO APPLY OR SCAN THE QR CODE