

Job Description

Job title: Engineering Team Manager

Team: Engineering

Reports to: Head of Engineering

Line manages: Engineering Staff in Matrix Structure

Location: Bristol & Bath Science Park

Working at IAAPS

At IAAPS, we strive to attract and select the brightest minds to be part of our team. In this role you will be working within a highly collaborative and cross-disciplinary team, and it is important to us that you can work in a way that reflects the values we believe in. Our values are:

**Trusted
& credible.
An Influencer**

Globally recognised for our expertise and industry-focused R&I; we attract and invest in the brightest minds to solve the greatest challenges within automotive propulsion.

Collaborative

We work inclusively to bring together the best minds to solve challenges. Our partnerships go beyond the transactional. We work flexibly with our partners to co-create solutions and insight.

**Thorough &
committed
to quality
delivery**

Intellectually rigorous and investigative; we step back from problems to explore challenges and deliver quality insights to our partners.

Curious

We value and invest in the people, systems and processes needed to deliver for our partners.

What's involved?

The IAAPS facility is a world-class, purpose-built facility, encompassing state of the art research cells, collaboration space, and offices. There's approximately 11,000 sqm of building waiting for our team to arrive! The exceptional quality of the work we do at IAAPS, and the service we provide to all of our stakeholders is part of who we are; there's no room for 'good enough'. As Engineering Manager, you will have responsibility for Engineering and Technician resources at the Bristol and Bath Science Park site. This role is specifically focused on the efficient management and provision of resources to support our research activity. You will manage a team of engineers and technicians to deliver projects across IAAPS, which will involve:

Team Management:

In this position, you must role model the IAAPS values and work proactively to create a high-performance culture that supports delivery and builds positive, collaborative, and effective working relationships across the organisation:

- > Overall line management responsibility for the Engineer team within the IAAPS project matrix structure, including use of all business process tools to enable effective resource management.
- > Co-ordination of Engineer team learning and development actions, performance, objective setting and appraisals. Provide feedback and recommendations for annual salary reviews.

- > In collaboration with colleagues, lead the recruitment, on-boarding, and ongoing development of the Engineering team.
- > Develop and utilise the skills and competency matrix to inform training and development needs and career progression objectives within your team.
- > Work effectively in the matrix structure, to communicate with those leading the project teams, about current workloads, planning for future projects, and training and development needs of the team.
- > Resource management of your team by proactively allocating the correct skill-set to the specific project, task, or activity as required.
- > Monitoring Engineer utilisation and capacity, ensuring that your team are fully occupied where possible and that project objectives are met. Advising Management and Directors of recruitment needs and skills shortages.
- > Providing advice and support to other IAAPS technical, commercial, and business development functions.
- > Leading the team to deliver projects to agreed quality, budgets, and timescales.
- > Where appropriate provide technical guidance and leadership across projects.
- > Working closely with Project Managers and Principal Engineers to ensure seamless project delivery and reporting.
- > In conjunction with Quality, Health & Safety Manager, responsibility for Health and Safety compliance within projects and within the facility.
- > Responsibility for ensuring adherence to IAAPS Quality Policies and Processes.
- > Where appropriate represent IAAPS at client meetings, conferences, and technical presentations.

Facility Management:

- > Providing Engineering support and technical expertise to assist the Senior Project Manager and Technical Services Manager in maintenance and calibration scheduling for fixed test facilities and mobile/specialist equipment.
- > Supporting the Senior Project Manager in maintaining the master test facility and equipment plan, to maximise utilisation, project delivery and business resilience.
- > Supporting Health & Safety procedures within all areas, leading activities where Engineers are working in test facilities and associated areas.
- > Lead breakdown recovery actions and improvement projects, with support from Principal Engineers and Technical Specialists.
- > Work with colleagues to create a high-quality work environment.

What do I need?

- > Degree or HND in a Mechanical / Electrical / Chemical Engineering or related subject is highly desirable.
- > Considerable experience of technical team and / or facility management, preferably within an automotive powertrain research or vehicle test & development environment.
- > Demonstrable project management experience, able to schedule resources, facility utilisation, manage budgets, etc.. A formal project management qualification (PRINCE 2 or similar) is desirable.
- > H&S Qualification (IOSHH or NEBOSHH) is desirable.
- > Previous experience of working in the automotive or aerospace sector or proven ability to adapt to automotive propulsion technology.
- > Experience in leading, coordinating, and managing the ongoing performance and development of a team of people and physical assets to deliver multiple projects covering a variety of disciplines.
- > Strong communication and relationship-building skills; ability to adapt personal style to different audiences, influence, and challenge effectively.
- > Able to proactively manage competing demands and deadlines; able to role model and support others to adapt to change.
- > Strong organisational skills and a delivery-focused mindset; demonstrable track record of on-time delivery with a high-pressured environment.
- > Ability to manage all aspects of complex research and development processes from start to end.
- > Understanding of appropriate legislative standards and industry best practice for test facility operation.
- > Experience in leading a multi-disciplinary team; ability to operate in a matrix organisation, specifically setting expectations, providing feedback, influencing, engaging, and motivating colleagues.
- > Previous experience in leading the resolution of business, technical and process issues within a Project Team environment.
- > Ability to analyse and assess information and situations, and present creative solutions to challenges.
- > A proactive, self-starter – able and keen to work with colleagues to put in place, or develop, the structures and processes that will make IAAPS a success.

- > Compliance to our ISO9001 Quality Management and ISO27001 Information Security Management System Policies and Procedures.