

Job Description

Job title: Lead Engineer

Team: Engineering

Reports to: Engineering Manager

Line manages: No line management responsibility

Location: Bristol & Bath Science Park

Working at IAAPS

At IAAPS we work inclusively to bring together creative and inventive minds to the greatest challenges. As a team, we believe that diversity of experience, perspectives, and backgrounds leads to a better culture, where our people feel that they belong, contributions are recognised and rewarded, learning is actively encouraged, and difference is celebrated. Our values are:



Recruiting great talent to deliver IAAPS means offering a competitive pay and reward package, and we do just that. As part of the package, we offer relocation assistance, a competitive pension and associated benefits including Group Life Assurance, private medical insurance, a Group Income Protection and an employee assistance programme.

What's involved?

IAAPS is a world-leading centre of excellence supporting the transport industry in the transition to net zero with the development and validation of clean, efficient and affordable zero carbon propulsion technologies. Our purpose-built facility located at the Bristol & Bath Science Park encompasses 11,000 sqm of state-of-the-art research and test cells with multi-fuel (soon to include green hydrogen) capability and extensive HV Power, as well as vast collaboration space and offices. The exceptional quality of the work we do at IAAPS and the service we provide to all our stakeholders is part of who we are – there's no room for 'good enough'.

As a Lead Engineer, you will have functional and project-based responsibilities, focussed on electrified, hydrogen, advanced fuels propulsion systems or simulation and controls, across automotive, aerospace and marine segments, which will involve:

- > Developing effective cross-functional relationships and collaborations to build and maintain a high-performance team environment.
- > Playing a key role in leading technical discussions and decisions on projects. Collaborating with colleagues and liaising with research partners to identify research objectives, and the skills, tools and supporting systems required to meet those objectives.

- > Leading and coordinating the project team of engineers and technicians to deliver on experimental campaign objectives to agreed quality, budgets, and timescales.
- > Creating and executing test and development plans through to technical sign-off.
- > Some day-to-day operation of the facilities to include specification of the test piece setup and running tests on state-of-the-art test cells depending upon project size and complexity.
- > Reviewing data output from work-stream activity, ensuring data accuracy, reliability and quality.
- > Approval of project and research deliverables, including reports, papers, and presentations.
- > Providing advice and guidance to Engineers and other colleagues working on projects.
- > Assisting with the training, learning and development of engineers and technicians, acting as a mentor and role model to others in the team.
- > Representing IAAPS at client meetings, conferences, and technical presentations, where appropriate.

What do I need?

- > Engineering degree in a relevant subject, typically Mechanical / Electrical / Automotive / Aerospace / Design
- > Significant technical experience and track record of delivering research or product development in an automotive / aerospace / marine environment, ideally electrified powertrain systems, combustion systems and/or system components, using advanced measurement and analysis techniques.
- > Understanding and ensuring implementation of appropriate legislative and IAAPS standards, and industry best practice for test facility operation.
- > Demonstrated knowledge of company and customer confidentiality agreements to maintain the security of company and customer property.
- > Proven ability to work within a matrix structure, building and maintaining successful working collaborations across IAAPS.
- > Experience of leading multi-disciplinary projects and a team of engineers and technicians is highly desirable; able to schedule facility utilisation, budget etc.
- > Good communication and relationship-building skills; ability to adapt personal style to different audiences, providing feedback, advice, and guidance to team members.
- > Previous experience of leading the resolution of business, technical and process issues within a project team environment.
- > Experience of working with customers to understand market needs and develop technical relationships.
- > Ability to work collaboratively to develop solutions to technical challenges; willing to share ideas and engage others in discussions and problem-solving.
- > A flexible approach to work, with the ability to seek out opportunities to engage in learning, and meaningful development.
- > Ability to proactively manage competing demands and deadlines; able to role model and support others to adapt to change and achieve results for the team.
- > Compliance to our ISO9001 Quality Management and ISO27001 Information Security Management System Policies and Procedures.