

## Job Description

**Job title:** Principal Engineer  
**Team:** Engineering  
**Reports to:** Director of Engineering & Business Development  
**Line manages:** No Direct Reports  
**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?

As a world-leading R&I centre that supports the wider transport sector in the transition to net zero, we have great ambitions – namely, 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.

We are a commercial subsidiary of the University of Bath, and our new 11,300 sq meter, purpose built facility based at the Bristol & Bath Science Park ranks among the top three independent institutions of its type in the world. With a team in place that brings together specialists from across industry and academia and a range of highly prestigious commercial partners within the automotive, aerospace and marine sectors, IAAPS is now firmly moving into a scale up phase.

The key to our success? Put simply, it's our people. We are a dynamic SME operating at the forefront of future low carbon mobility, therefore everyone's contribution matters and makes a real difference to what we achieve together.

## The Role

We are in the process of growing our engineering capabilities across all applications and sectors and would like to recruit an experienced Principal Engineer to accelerate this strategic business objective. This is a unique opportunity to expand our current offering by winning project work and providing the technical leadership, within a collaborative matrix structure, to deliver projects to our internal and external clients. Specialising in propulsion and powertrain technologies, including ICE, Fuel Cell, Battery and Hybrids, you will be part of a collaborative team with the following accountabilities and responsibilities:

- > Lead the growth of IAAPS engineering capabilities and business, working closely with our Business Development team to develop new and existing customer relationships, understanding their needs and generating compelling proposals
- > Lead the technical delivery of customer projects and services to achieve agreed quality, budgets and timescales
- > Develop and implement appropriate technical standards, develop and manage methodologies and processes as well as contribute to fundamental development of the relevant technologies.
- > Identify and develop opportunities for synergies between all engineering and research activities, to exploit as complimentary service offerings and optimise IAAPS delivery efficiency
- > As the business grows, support the recruitment and onboarding of suitably skilled and qualified staff.
- > Lead effective cross-functional relationships and collaborations to build and maintain a high-performance team environment.
- > Identify project research objectives, and the skills and tools required to succeed, in close cooperation with our collaborators and customers.
- > Provide advice and support to other IAAPS technical and commercial staff and business development functions as the technical expert in your field.
- > Work closely with Engineering Project Managers and Project Technical Leads to ensure seamless project delivery and reporting.
- > In addition to identifying potential areas of research for the facility, support the definition of technology roadmaps for specialist areas, including the provision of the necessary resources to implement the strategies and technical requirements for project delivery.
- > Responsible for Health and Safety compliance within projects and within your specialist area, in conjunction with Health, Safety & Quality Manager.
- > Responsible for ensuring adherence to IAAPS Quality Policies and Processes and maintenance of high quality, timely, and accurate research output
- > Accountable for exceptional customer project experience in your focus area.
- > Representing IAAPS at client meetings, conferences, and technical presentations.

## What do I need?

- > Engineering degree in a relevant subject, typically Mechanical / Electrical / Automotive / Aero / Design. You may have a higher degree including research publications in your specialist field(s).
- > Extensive technical experience of propulsion systems and powertrains in automotive, motorsport, aerospace, defence, industrial machine or marine applications, or in related power systems in other sectors.
- > A self-starter, able to grow our project portfolio and engineering capability against agreed targets.
- > Able to demonstrate a deep understanding of one or more of the following areas, with the ability to adapt and develop further skills: design, development, simulation and test of driveline, transmission, internal combustion engines, fuel cells, hybrid systems, electric motors and drives, turbomachinery.
- > Specific experience working with hardware-in-the-loop engine or e-machine dynamometer-based research and development, or fuel cell or battery would be highly advantageous.
- > Project management experience; able to schedule tasks, maintain budget and timelines etc.
- > Experience of leading a high-performing multi-disciplinary team, to operate in a matrix organisation. Setting expectations, providing feedback, motivating, and engaging the team to solve problems and challenges.
- > Strong communication and relationship-building skills; ability to adapt personal style to different audiences, influence, and challenge effectively.
- > Previous experience of leading the resolution of business, technical and process issues within a Project Team environment.
- > Experience of working with customers to understand project and market needs and develop technical relationships.
- > Ability to proactively manage competing demands and deadlines, role model and support others to adapt to change and achieve results for the team.