

## **Candidate Information**

<b>Position:</b>	Director of Engineering
<b>School/Department:</b>	Centre for Secure Information Technologies
<b>Reference:</b>	20/108075
<b>Closing Date:</b>	Wednesday 5 February 2020
<b>Salary:</b>	£58,944 to £72,677 per annum.
<b>Anticipated Interview Date:</b>	Tuesday 10 March 2020

### **JOB PURPOSE:**

As a member of the ECIT senior management team, the Engineering Director will provide strategic direction to the engineering team and drive operational excellence. To play a key role in bridging the gap between research excellence and commercialisation of world leading research and to support all ECIT innovation activities. To provide leadership to a multi-disciplinary team of professional software and hardware engineers working across a broad spectrum of leading edge technologies.

### **MAJOR DUTIES:**

1. Plan, monitor and control the allocation of engineering resource to the various research areas, in support of innovation and in partnership with the commercial team.
2. Responsible for development, management and co-ordination of a comprehensive and integrated approach to Engineering R&D support for ECIT's strategic R&D plans, especially to facilitate large multi-disciplinary projects.
3. Ensure the on time delivery and high quality engineering support for the London Office for Rapid Cybersecurity Advancement (LORCA).
4. Prepare, update and regularly review ECIT annual operational plans and perform target setting in collaboration with the ECIT senior management team.
5. Maximise the performance of the engineering team by articulating vision, setting standards, coaching staff and planning staff development opportunities.
6. Act as the change management authority on major projects dealing with all out-of-tolerance deviations from the plan-of-record and initiating appropriate remedial action.
7. Act as the risk management authority on major projects formalising the identification, allocation, assessment, monitoring and mitigation of project based risks.
8. Promote open innovation and drive technical engagement with ECIT industry partners, in partnership with the commercial team.
9. Help develop the international reputation of ECIT through presentations, attendance at trade-shows and visiting major companies and research centres worldwide.
10. Support inward investment initiatives by the regional development agency (Invest NI) and Department of International Trade (DIT) by participation at strategic events and activities.
11. Undertake management and administrative duties as required to ensure project goals are completed on time and within budget.
12. Undertake any other duties that may reasonably be requested by management.

### **Planning and Organising:**

1. Have full project management responsibility for ECIT Engineering R&D projects.
2. Strongly contribute to the research and development plans for ECIT.
3. Plan the use of human, equipment and laboratory resources as appropriate.
4. Plan in advance to meet deadlines as required by colleagues and management.
5. Liaise with other team members to achieve coordinated progress against objectives.

### **Resource Management Responsibilities:**

1. Manage a team of engineering staff within ECIT to ensure all relevant annual targets and goals are delivered on time and within the allocated budget.

2. Ensure research and development facilities are used in an effective and efficient manner.
3. Provide mentoring and support for staff for whom responsible. Undertake staff appraisals, as appropriate.

**Internal and External Relationships:**

1. Establish and maintain strong working relationships with key national and international collaborators such as equipment manufacturers, infrastructure operators and research institutes.
2. Ensure close relationship with commercial team, supporting their business development and innovation activities.
3. Develop a strong and effective relationship with LORCA staff and startups to ensure successful project delivery.

**ESSENTIAL CRITERIA:**

1. 2:1 Honours Degree, or equivalent, in Electrical/Electronic Engineering, Computer Science or related discipline.
2. Proven track record in building, leading, and motivating highly performing technical teams.
3. Substantial track record of technical project management and successful delivery of multi-million pound projects in technically challenging areas using development teams.
4. Substantial expertise in commercial software and/or hardware product development across a broad range of platforms and technologies.
5. Experience of working in or with high technology start-ups.
6. Proven track record of interacting with and positively influencing key decision makers in industry and/or government agencies.
7. A general understanding of the wider ICT industry and future challenges.
8. Ability to communicate complex information clearly in both written and spoken English.
9. Evidence of strong presentation skills and ability to prepare clear and concise presentation materials.
10. Ability to interact constructively with others including senior academic staff and industrial / government collaborators.
11. A self-starter with the proven initiative to take ownership of a work package and advance it in a disciplined manner, from design to execution.
12. A consummate team player who is open-minded and is prepared to work closely with other members of a large multidisciplinary research and development team.
13. Prepared and able to work closely with industrial collaborators.
14. Stable, hard-working personality with a strong drive to complete projects on time and to deliver the promised outcomes.
15. Willingness to attend meetings and conferences nationally and internationally as requested, i.e. must be prepared to travel.

**DESIRABLE CRITERIA:**

1. A Ph.D. in a relevant area.
2. Professional IT Security Certification.
3. Broad knowledge cyber security or wireless communications or data analytics and scalable computing.
4. Track record of securing high quality R&D funding from nationally and internationally competitive sources, including industry or investors.
5. Substantial track record of successful exploitation and knowledge transfer in an academic or research institute environment.
6. Evidence of strong documentation skills evidenced by the production of high quality technical material within academia/industry/government.