Candidate Information

Position: Senior/Principal Engineer - Innovation Team Leader
School/Department: Centre for Secure Information Technologies
Reference: 20/108076
Closing Date: Monday 10 February 2020
Salary: £51,150 to £64,591 per annum
Anticipated Interview Date: Thursday 12 March 2020
Duration: Until 31 January 2022

JOB PURPOSE:

To provide engineering support to CSIT's innovation programmes.

MAJOR DUTIES:

1. To contribute to the commericialisation and technology transfer of CSIT's research outputs by establishing relationships with research intensive SME's, and driving development projects with them.
2. Undertake software and/or hardware development projects with multiple SME's simultaneously. Develop, plan, resource and execute these projects through to completion.
3. Design and development of prototypes and proof of concept demonstrators that help accelerate the growth of client start-up companies.
4. Provide line management support, mentoring and training for a team of engineering staff (direct reports).
5. Produce high quality technical reports and deliverables to assist in generating funding opportunities to support further programme activity.
6. Help develop the international reputation of CSIT through presentations, attendance at trade-shows and innovation events worldwide.
7. Undertake any other duties that may reasonably be requested by management.

Planning and Organising:
1. Liaise with other team members to achieve coordinated progress against objectives.
2. Plans own work and the work of others to meet given objectives and processes.
3. Engaging and influencing senior stakeholders and advisory board in the progression of activities.

Resource Management Responsibilities:
1. Provide guidance as required to supporting staff assisting with innovation activities.
2. Ensure research and development facilities and resources are used in an effective and efficient manner.
3. Responsibility for work of others and allocation of resources as required.
4. Responsible for line management and on-going development of individuals as outlined by current HR policy.

Internal and External Relationships:
1. Initiate and sustain engagements with team members to facilitate progress against objectives.
2. Participate in external engagements with commercial partners and government agencies related to innovation programmes as required.

ESSENTIAL CRITERIA:
1. 2:1 Honours Degree, or equivalent, in Computer Science, Electrical Engineering, Mathematics or related discipline. In exceptional circumstances, relevant programming experience will be considered appropriate with non-related degree.

2. Senior Engineer:

    - Must have R&D or commercial product design experience in software systems.

    - Excellent software development skills in high-level languages such as C, C++, Java, Python and R.

    - Technical excellence as evidenced by architecting major, software and/or hardware products. Relevant peer reviewed publications may also be acceptable.

    - Successful track record in leading, managing and mentoring a team.

    - Evidence of designing and delivering complex R&D projects.

3. Principal Engineer:

    - Must have significant R&D or commercial product design experience in software systems.

    - Excellent software development skills over many years in high-level languages such as C, C++, Java, Python and R. Background in the use of code configuration management or continuous integration toolsets.

    - Significant track record of technical excellence as evidenced by architecting major, software and/or hardware products. Relevant peer reviewed publications may also be acceptable.

    - Multiple examples of leading, managing and mentoring a team.

    - Track record of designing and delivering multiple complex R&D projects.

4. Ability to communicate complex information clearly in both written and spoken English.

5. Evidence of strong presentation skills and ability to prepare clear and concise presentation materials.

6. 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.

7. Willingness to attend meetings and conferences nationally and internationally as requested, i.e. must be prepared to travel.

DESIRABLE CRITERIA:

1. MEng, MSc Cybersecurity, or a Ph.D. in a relevant area.

2. Cyber security professional certifications (CISSP, CEH etc.)

3. Experience of working in or with high technology start-ups.

4. Practical experience of using data analysis work benches and machine learning frameworks.

5. Project management as principal investigator, co-investigator, or work package leader.

6. Previous experience of developing project funding proposals from competitive sources. Commercial sponsorship (for example contract R&D activity) is also relevant.

7. Sufficient breadth and depth of specialist knowledge in the discipline and of research and development methods and techniques to work within established research programmes.

8. Ability to interact constructively with others including senior academic staff and industrial / government collaborators.

9. Stable, hard-working personality with a strong drive to complete projects on time and to deliver the promised outcomes.