Role Profile: Embedded Firmware Lead Engineer

Business Unit: Job Family: Department name:	Engineering TBC Engineering – Firmware

Core purpose:

The firmware development team is responsible for providing robust embedded firmware in the most appropriate language and toolsets for new product development and sustaining existing product through the life cycle.

Safety, code quality are prerequisite requirements to ensure that Megger maintains the leading edge in all new product introductions.

Role summary:

Applying technological and engineering leadership in the developed of embedded firmware and software applied to new product development. Applications may be diverse and include newly developed principles, concepts and theories in addition to established processes and procedures.

Supporting senior management in a consultative role in long range planning in research and advancement of firmware and software.

Leading all new product development programs, providing correction, recommendation and decision-making on strategy leading to best industry practice.

Implementing and facilitating change in process, procedures and architecture that make significant contribution and improvement to new product development lead-times.

Working on complex and technical problem solving to provide innovative solutions, maintain a technology roadmap aligning to the long-term business strategy.

Reports to	Technical Director	Number of direct reports	0

Primary objectives	Customers
• Delivering a transformation into a highly effective AGILE working environment embedded firmware team. • Setting the technological direction for embedded firmware engineering discipline • Acting as advisor to management on advanced technical firmware topics	**Internal:** Product Managers Project Managers Sales Teams **External:** Contract Development

Main Responsibilities		
Key Result Area	**Specific Activities**	**Measure**
• Project on time delivery in full	• Consistent delivery of firmware tasks against project plan. • Developing 100% sprint goal completion throughout project duration	• Plan against actual
• Building expertise in a high performing team	• Developing industry best practices into skills for each team member. Developing the individual as well as the team.	• Skills matrix • Performance review

	• Creating a can do attitude that ultimately make the team self-managing in their task workload	
• An advocate of change	• Using process and procedures like AGILE and software packages like JIRA to implement change in the firmware development	• Process and procedure introduction
• Developing coding standards and sustaining	• Creating a Megger coding standard that is embraced initially by the Dover team with potential to adopt Group wide	• Assessment using external sources

Experience, Skills & Knowledge required to be successful in role	
Technical Skills/Knowledge	Soft Skills
• Degree in Computer Science • 8 -10 years' experience unit and automated test • Test and measurement in electrical engineering preferred • Demonstrate strong technical firmware leadership • Demonstrate programming language knowledge in C/C++/C# • Demonstrate knowledge in model base design, design for re-use, LEAN principles • Experience in AGILE project development • Experience in deploying embedded applications to embedded targets • Experience in test driven development, acceptance testing.	• Excellent organisation, personal time management and activity planning skills • Analytical problem solver • Strong communication and presentation skills • Strong collaboration & teamwork skills

Job Level	x Individual contributor ☐ Leader of People/Senior Level Individual contributor ☐ Leader of Leaders

Shared Values
Caring Putting the customer first with a 'can do' approach and fully understanding their needs and challenges. Actively develop close, mutually beneficial, working relationships with colleagues.
Captivating Help solve colleague and customer problems by doing something different, by thinking unconventionally.
Consistent Bring a positive attitude to work and take pride in your job. Welcome problem solving and shared learning whilst maintaining high standards of work in the team.
Creative

Be prepared to solve and work out options within the team, think positively about new approaches or alternative ways to solve any problems. Actively seek out opportunities for improvement and feed these back into the business.

Confident

Seek knowledge, ask questions and support others.

Benefits

- Excellent training and development opportunities
- Career development in a growing multinational company
- Life assurance scheme
- 25 days annual leave + UK bank holidays
- Salary exchange pension scheme
- Day off for your birthday
- Flexible working (where possible)
- Early finish on Fridays (13:00pm)