Job Specification

Verification Lead

Responsible to: Line Manager - TBD
Programme Lead (Project Reporting)

Grade of post: Senior/Principal (depending on experience)

Salary: To be agreed

Hours of work: 37 hours per week

Work location: Oakley, Bedford, Hybrid Working available

Role Purpose:
Blue Bear is a leading autonomy and unmanned systems company. We are continuously innovating within the core area of Unmanned Aerial Systems (UAS/UAV) such as autopilots, mission systems and ground control stations. We are searching for engineers to lead the validation and verification of our next generation digital pilot support, avionic sensing and autonomous flight operation systems as they are integrated onto new and existing aircraft platforms.

Our systems are rapidly evolving to respond to diverse customer requirements across numerous industries. These requirements span multiple projects with complex interactions and dependencies that require significant planning, design and management.

Working in a multidisciplinary environment you will need to have excellent communication skills and be able to respond at multiple business and technical levels. A can-do attitude and a genuine passion for innovative technology will be advantageous. The opportunity will enable the successful candidate to gain knowledge of, and significantly influence the development of our, cutting-edge autonomous systems.

Key Responsibilities
- Oversight of a staged verification approach to integration of key products on platforms, including verification of components and hardware, as well as pull in of verification information from other domains
- Interface to other teams and domains to source and coordinate an integrated verification approach to holistic product, and collation of all qualification / verification information.
- Responsible for system level test rig, including specification and operation
- Oversight of a phased set of integration trials and flight trials for the detailed verification of products.
- Oversight of verification engineers on programme
- Interface with Programme Lead on all strategic verification matters and any tactical matters requiring escalation or validation.

Essential skills:
- Experience in verification of aerospace or comparable domain systems, including the verification / qualification of complex systems (preferably including control systems)
- Detailed verification of hardware, electrical and mechanical aspects/components of systems
- Conduct/oversight of staged verification test campaigns, including up to and including flight trials
- Experience in specification and oversight of system level test rigs.
- Able to manage complexity and present outputs to a variety of stakeholders
- Able to identify and address actions required from verification results across the short, medium and long term

Other useful skills for this role:
- Knowledge of UAS or Autonomous systems
- Knowledge of control systems on manned platforms, particularly in the sub-regional aviation domain.
- Verification against requirements, use of MBSE for validation/verification of systems
- Trials planning and support for validation/demonstration of our systems
- Understanding of constraints such as Safety, Security and Performance and how it affects different domains.
- Able to define, document and drive new ways of working across teams and the organisation based on industry best practice.
- Good planning or project management experience.

Other Duties and Responsibilities
- To undertake such other duties and responsibilities as may be reasonably required within the grade and level of the post.
- To actively participate in Blue Bear's Performance Management Scheme.
- You will be expected to perform different tasks as necessitated by your evolving role within the company and the overall business objectives of the company.
- Some travel within the UK may be required.

What's in it for you
- Work in a small, friendly company on the cutting edge of autonomous systems.
- See your work in action flying on a range of platforms in a number of different classes
- Hybrid working available
- Benefits Competitive Salary
- 25 Days Holiday

Equality and Diversity
We are committed to the promotion of equality of opportunity in all of our activities and to encouraging access to our organisation from all groups irrespective of the equality strands. We are working to create an environment in which cultural diversity and individual difference are positively valued in an atmosphere free from harassment and discrimination. We take our legal and moral obligations with respect to equal opportunities seriously and welcome dialogue with individuals on ways in which our equal opportunities policies and practice can be enhanced.

Health and Safety
The organisation is fully committed to working together with the assistance of all employees to developing a positive safety culture.

We encourage and support employees becoming involved in and participating in health, safety and welfare matters. Our goal is to motivate and empower all employees to work safely and protect their long-term health, not simply to avoid accidents.

PERSON SPECIFICATION

Education/Qualifications	S/L	I	A
Desirable:			
• Degree in Engineering or SMET discipline (e.g. Maths or Physics) with a demonstrable aptitude for Engineering	X		
Knowledge and Experience			
Essential:			
• Experience in verification of complex aerospace or comparable domain systems	X	X	X
• Experience of the development and operation of test rigs		X	
• Experience and oversight of staged verification programmes, including involvement in Flight trials.	X	X	
Desirable		X	
• Knowledge of UAS or Autonomous systems			
• Knowledge of control systems on manned platforms		X	
• Verification against requirements and/or MBSE		X	
• Trials planning and support for validation/demonstration of systems		X	
• Understanding of safety, security and performance		X	
• Good planning or Project Management Experience		X	
Personal/Behavioral Attributes			
Essential:			
• Creative and innovative thinker and planner		X	
• Excellent problem-solving skills		X	
• Excellent IT Skills including Microsoft Office Suite		X	
• Team player and possible leader		X	
• Good analytical and communication skills		X	
• Passion for innovation		X	
• Excellent writing and speaking skills		X	
Other Requirements			
Subject to security vetting to a minimum BPSS level (further security vetting based on position)	X		

S/L = Short Listing   I= Interview   A=Assessment