

# Job Specification

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## Software Engineer

<b>Responsible to:</b>	<b>Head of Software Engineering</b>
<b>Grade of post:</b>	Scientist/Senior/Principal (depending on experience)
<b>Salary:</b>	To be agreed
<b>Hours of work:</b>	37 hours per week
<b>Work location:</b>	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 assist in the development of the next generation of our swarming UAV technology, including both onboard and deskside

You will be required to support a mixture of R&D and product development activities and will be keen to get involved in all development areas, and have a good track history / proven track record in both problem solving and quality software development.

Your role as a Software Engineer will involve architecting, designing, implementing and testing embedded applications and system software. This will include improving existing software and developing new features as well as exploring state of the art methods for autonomy, swarming and assurance using our in-house fleet of UAVs.

Working as part of a team in a multidisciplinary environment you will have good communication skills. 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 cutting-edge autonomous systems.

### Key Responsibilities

- Primarily, your role will be to architect, design, implement and test mission critical applications and software for our existing and new products, written in C++ and/or Java.
- Ensure software redundancy, real-time, safety and security objectives are met.
- You will be responsible for delivery of technical work and documentation.
- Proactively engage with other engineers, teams and leadership to ensure needs are understood and met.
- Work as a team to deliver, maintain and innovate the UAV mission system and individual modules within the mission system.
- Get involved in simulation testing, flight testing and bug fixing.

**Essential skills:**

- Experience with one or more modern Object-Oriented Languages such as C++ or Java.
- Working knowledge of Linux and/or real time operating systems such as FreeRTOS.
- Good understanding of development tool chain for debugging and problem solving using e.g. gdb.
- Looks to work collaboratively rather than in isolation

**Other useful skills for this role:**

- Architecting and implementing SOA systems.
- Knowledge and experience of implementing distributed systems utilising technologies such as MQTT
- Able to use (and ideally create or maintain) CI/CD pipelines using Jenkins, TeamCity or similar
- Knowledge of HMIs, Databases and networks
- Knowledge of Matlab/Simulink
- Testing (Unit, Integration) and Test automation experience.
- Experience as a Technical or Team leader
- Experience mentoring junior engineers.
- Experience with quality standards for software (e.g. DO-178).
- Good communication skills for internal and external technical discussions.
- Knowledge of any of the following DDS, GIS, MISRA C/C++
- Project management experience
- Existing SC Clearance

**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 swarm autonomy.
- See your work in action flying on our own fleet of custom-built UAVs
- Hybrid working available
- Employee Assistance Programme
- Competitive Salary

**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 together with the assistance of all employees are fully committed 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

<b>Education/Qualifications</b>	<b>S/L</b>	<b>I</b>	<b>A</b>
<i>Desirable:</i>			
• Degree in Software Engineering or SMET discipline (e.g. Maths or Physics) with a demonstrable aptitude for Software Engineering	<b>X</b>		
<b>Knowledge and Experience</b>			
<i>Essential:</i>			
• Java OR C++ (2011 or later)	<b>X</b>	<b>X</b>	<b>X</b>
• Agile working using e.g. JIRA		<b>X</b>	
• Configuration Management (e.g. git)	<b>X</b>	<b>X</b>	
• Software development lifecycle – including unit and integration testing		<b>X</b>	
• Refactoring and maintenance		<b>X</b>	
• Regression testing (auto build and auto test frameworks)		<b>X</b>	
<i>Desirable</i>		<b>X</b>	
• Requirements Authoring/Management		<b>X</b>	
• Technical author – requirements, design, test, user		<b>X</b>	
• Linux / Unix environment for development		<b>X</b>	
• Unit and Hardware-in-the-loop testing		<b>X</b>	
• Service Orientated Architecture (SOA)		<b>X</b>	
• Software architecture and technical leadership		<b>X</b>	
• Integration with electronics		<b>X</b>	
• Avionics background		<b>X</b>	
• Networking experience (TCP/IP)		<b>X</b>	
• Use of Matlab/Simulink for Control		<b>X</b>	
<b>Personal/Behavioral Attributes</b>			
<i>Essential:</i>			
• Ability to work to tight deadlines		<b>X</b>	
• Creative and innovative thinker and planner		<b>X</b>	
• Excellent problem-solving skills		<b>X</b>	
• Team player and possible leader		<b>X</b>	
• Good analytical and communication skills		<b>X</b>	
• Passion for innovation		<b>X</b>	
• Excellent writing and speaking skills		<b>X</b>	
<b>Other Requirements</b>			
<b>Subject to security vetting to a minimum BPSS level (further security vetting based on position)</b>	<b>X</b>		

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