

Job Specification

Head of Engineering

Responsible to:	Technical Director
Grade	Consultant / Principal
Salary:	£***** per annum
Hours of work:	37.5 hours per week
Work location:	Oakley, Bedford.

Role Overview:

Blue Bear is a leading autonomy and unmanned systems company now owned by Saab. We are continuously innovating within the core area of Autonomy and Unmanned Systems (UxV), primarily in the air domain. We develop UxV platforms, and supporting systems including airframes, avionics, mission systems and ground control stations for use in Civilian and Military domains.

As Head of Engineering, you will work strategically by supporting the technical director in definition and execution of the business strategy. You will also lead a multidisciplinary engineering team across the whole project lifecycle. You will be responsible for driving technical excellence, innovation and ensuring the successful delivery of projects by building and utilising your team and bringing clarity and engineering rigour in an agile, innovative, fast paced environment

Key Responsibilities:

Leadership and Strategy

- Support the Technical Director in definition and execution of the company technical strategy including defining the long-term vision for Engineering.
- Build and lead teams, particularly focused on hands on management of mechanical engineering in the design, development and construction of our UAV platforms.
- Lead interactions with the customer across the project lifecycle including supporting of BD activities such as authoring technical bid information.
- Stay current with emerging technologies and industry trends and propose how these can be addressed by developing concepts for inclusion into the business strategy.
- Foster a positive culture of innovation, accountability and continuous improvement.

Technical

- Lead the Engineering team in planning, allocation and management of resources to projects to meet safety, quality, performance, cost and time requirements. This will include management of staff including mentoring, coaching, recruitment, training, development and disciplinary matters.
- Support the Operations function in the safe and efficient operation of the internal UAV fleet, as well as contribute to the development and implementation of joint SOPs and processes.
- Identify engineering issues, risks and opportunities across projects and propose and implement such solutions.
- Support activities such as building and understanding relevant supply chains and outsourcing as required.

Workshop Management

- Oversee the Design, Fabrication and Testing of UAV prototypes from early-stage concepts to flight-ready demonstrators within our facility.
- Ensure the Prototyping teams have the resources, SQEP, tools and processes to effectively build and integrate our systems ready for trial.
- Embed and lead the development of a positive safety culture at all levels across the business aligned with relevant H&S standards

Essential skills:

- Experience in a leadership role within Engineering, ideally within UAV Design or similar.
- Strong technical background in mechanical, mechatronics, aerodynamics propulsion or similar.
- Significant experience in the field of UAV design, robotics, aerospace, or closely related field.
- Excellent problem-solving, project management, leadership and communication skills working in agile, fast-paced environments.
- Existing or ability to achieve SC clearance.

Other Desirable skills for this role:

- Bachelor's or Master's degree in relevant discipline such as Aerospace, Mechanical, mechatronics etc.
- Ability to technically lead projects when required.
- Systems thinker/leader – ability to coordinate and enable work across multiple domains, make macro level trades between e.g. Aero/Propulsion/mass.
- Hands-on experience with flight testing and field deployments.
- Experience of maturing products leading to production ready status.
- Experience with regulatory and safety standards relevant to UAVs or Aerospace.
- Good connections throughout industry and ability to foster relationships with customers, suppliers and partners

Other Duties and Responsibilities

- To actively participate in Blue Bear's Performance Management Scheme.
- To undertake such other duties and responsibilities as may be reasonably required within the grade and level of the post.
- 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.

The above is not an exhaustive list of duties. 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.

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.