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| **Title** | **Project/Programme Lead Engineer**  |
| **Band** | **Management** |
| **Grade** | **M2 – Manager** |
| Job Family | Systems Engineering |
| Reporting To |  |
| Location |  Hastings/Hybrid  |

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| **Position Objective** |
| As a Project Lead Engineer with General Dynamics, you will have the responsibility for developing and delivering the next generation of avionic mission computing systems. You will be responsible for overall technical execution of the project/programme from initial planning through to delivery and transfer to manufacturing and integration. Responsibilities include achieving product quality and technical scope within cost and schedule constraints. You will have overall management responsibilities of the engineering team assigned, ensuring a through life perspective is taken in the development and management of the Systems, Equipment, People and Process, from eliciting the latest requirements from our customers, to overcoming engineering challenges and applying focus to maintain and improve system performance and delivery.General Dynamics Mission Systems in St Leonards on Sea currently provide Avionic Computing Systems for a wide range Military Fast Jets, Helicopters and UAV’s. Recent success has resulted in General Dynamics developing the next generation of Advanced High Performance, Safety Critical Computer Systems to meet the needs of latest platforms in development by several aircraft manufacturers. These Computing Systems provide the functionality that integrates aircraft systems, sensor systems and weapon systems with the information and control systems required by the aircrew to meet the demanding operational needs of these aircraft. |

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| **Generic Level Description** |
| General | Translates and communicates company strategy into operational goals. Concern is with executing on goals within own area or department/s. |
| Time Span of Discretion | Months to two years. Average time of key initiatives - the greater the time span of discretion the higher the level of work. Higher level managers may have tasks that are shorter in the time span of discretion, however it is highly unusual for the opposite to occur - if it does the position needs to be evaluated. |
| Scope | * Provides project/process expertise and/or manages the coordination of the activities of a section or department typically through subordinate supervisors/team leads and/or managers.
* Receives assignments in the form of objectives and determines how to use resources to meet schedules and goals.
* Provides guidance to subordinates within the latitude of established company policies. Recommends changes to policies and establishes procedures that affect immediate organization(s).
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| Complexity of Goals | While less complex goals are found in all levels, more complex goals should be apparent in the more senior positions. Existence of very complex goals at less senior levels may highlight an issue in delegation or job design. |
| Job Complexity | Works on issues of diverse scope where analysis of situation or data requires evaluation of a variety of factors, including an understanding of current business trends. Follows processes and operational policies in selecting methods and techniques for obtaining solutions. |
| Overarching Accountabilities | * Accountable for their own, and the outputs of others, for sustaining a team capable of producing those outputs and for giving effective leadership to that team. Adds value to the work of direct reports. Determines, schedules and measures the outputs of direct reports. To accomplish this successfully all levels of managers must have the following minimum authority:
1. Veto of new appointments
2. Decision on types of work assignments - how to distribute work
3. Decision on performance appraisal - only the direct manager must evaluate/judge - peer reviews should establish the basic criteria and ensure consistency of appraisal within departments/functions and provide inputs - yet ultimately the manager is accountable for the appraisal decision.
4. Decision on terminations - within due process.
	* Responsible for staffing, performance management and staff development. Ensuring clear succession management plan is in place and constantly maintained.
	* Builds/initiates environments that support cooperation and cohesiveness among the work team(s) and with other areas within the organization.
	* Promotes/initiates an environment that values willingness to implement new approaches to problem resolution.
	* Leverages organizational knowledge by looking for, and tapping resources and team problem solving. Seeks to explore options, challenge status quo and establish greater clarity.
	* Maintaining and managing budgets and required financial reporting.
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| Major Accountabilities | * Provides direction to subordinates based on organizational goals and company policy.
* Acts as an advisor to subordinate supervisors/managers or staff members to meet schedules or resolve technical or operational problems.
* Develops, plans and coordinates resources to meet operational objectives within own area.
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| Business Acumen | Anticipates and interprets client needs to identify solutions. Interprets business issues and adapts work priorities in own area. Understands ways in which the section, department and/or project/processes relate to and impact as a whole. Demonstrates thorough knowledge of operations and strategies. Seeks information regarding trends affecting section or department and industry. |
| Problem Solving | Foresees and solves problems where there is little precedent to guide the solutions. Serves as role model for calculated risk taking. Resolves problems through immediate actions or short-term planning and sets priorities to ensure tasks completion. |
| Discretion | Decisions or failure to achieve results will add to costs and may impact the short-term goals of the organization. |
| Technical and/or Functional Expertise | Breadth of technical/functional expertise is limited to one discipline/area - applies extensive knowledge of technical concepts and theories used by supervisory, professional, lead or project staff. May be acquiring knowledge of other related disciplines/areas and growing business knowledge. |
| Interaction | Frequently interacts with subordinate supervisors, customers, partners, and/or functional peer group managers, normally involving matters between functional areas, other company divisions or units, or customers and the company. Often must lead a cooperative effort among members of a project team. |
| Supervision | Manages, perhaps through subordinate supervisors and/or team leads, the coordination of the activities of a section or department with responsibility for results, including costs, methods and staffing. In some instances this manager may be responsible for a functional area and not have any subordinate employees. |
| Guidance | Receives assignments in objective-oriented terms. Work is reviewed in terms of meeting the organization’s objectives and schedules |

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| **Discipline Description** |
| Responsibilities Include | The successful candidate will be responsible for delivery of the Engineering Scope of work on one or more of our portfolio of avionic development projects. You will be responsible for meeting project requirements within cost and schedule constraints through detailed planning and monitoring the execution of the programme. Day to day you will provide direction, guidance and support to the development team ensuring that they have a clear understanding of the project objectives and the means to deliver against these objectives. You will be the primary engineering point of contact for the customer and other stakeholders. You will support the all aspects of technical sub-contract management as required by the project.In this role you will report to the Head of Engineering/Chief Engineer for Avionic programmes and on occasions you may be expected to deputize. |

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| **Knowledge, Skills & Abilities** |
| Required Skills & Abilities | 1. Demonstrable leadership competence with an ability to influence individuals
2. Demonstrable breadth and depth of experience/competence across multiple engineering disciplines (e.g. Systems Engineering, Hardware Development, Software Development, Safety Engineering, Support Engineering etc.)
3. A demonstrable ability to think at the systems level and innovate.
4. Excellent communication skills.
5. Excellent organisational skills.
6. Excellent analysis and decision making skills.
7. A willingness to learn and develop any gaps in experience/competence.
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| **Education & Experience** |
| Required Education & Experience | Candidates should have a degree level education, or equivalent.Candidates should be able to demonstrate:* A good understanding of the challenges associated with Avionic System engineering
* High levels of motivation, integrity and professionalism
* Flexibility, innovation and commitment to delivery

The successful candidate will need to hold, or be able to obtain, UK Security Clearance (SC).Professional registration as a Chartered Engineer (CEng or equivalent) is desirable, but not essential. GDMS-UK actively support employees in attaining CEng status. |