|  |  |
| --- | --- |
| **Title** | Project Lead Engineer |
| **Band** | **Management** |
| **Grade** | **M1** |
| Job Family | Engineering |
| Reporting To |  |
| Location | Hastings |
| Date Written/Revised | 31/1/2024 |

|  |
| --- |
| **Position Objective** |
| As a Project Lead Engineer with General Dynamics, you will have a role that is out of the ordinary with the responsibility for developing and delivering some of the next generation of avionic mission computing systems. Day-to-day, you will be responsible for 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. |

|  |  |
| --- | --- |
| **Generic Level Description** | |
| Scope | Provides direction to employees according to established policies and management guidance. Receives assignments in the form of objectives with goals and the process by which to meet goals. Administers company policies that directly affect subordinate employees. Recommends changes to unit or sub-unit policies. |
| Job Complexity | Works on issues where analysis of situation or data requires review of relevant factors. Exercises judgment within defined procedures and policies to determine appropriate action. |
| Overarching Accountabilities | Overarching accountabilities are evident in this level of management, however as the first level of management decision making latitude is narrower and there is a greater focus on tactical execution. May have direct responsibility for staffing, performance management, staff development and managing budgets. |
| Major Accountabilities | Provides support to management on day-to-day operations of function or department. Typically assists with scheduling of tasks, ensuring adherence to schedule and providing hands-on coaching to more junior staff. Likely to have 50% or more of their responsibilities related to actual task completion. |
| Business Acumen |  |
| Problem Solving | Solves day-to-day operational problems that have limited impact to area of responsibility. Knows when to escalate issue to next level. |
| Discretion | Decisions or failure to achieve results will cause delays in daily and monthly (more short term) schedules. |
| Technical and/or Functional Expertise | Strong technical/functional expertise in one discipline. Limited hands-on knowledge of management and business practice. May have sound knowledge of theories through educational base. |
| Interaction | Interacts with staff and functional peer groups. Interaction normally requires the ability to gain cooperation of others, conducting presentations of technical information concerning specific projects or schedules. |
| Supervision | Provides direct supervision to professional and/or skilled, employees (i.e., technicians, designers, support personnel). Acts as advisor to unit or subunits and may become actively involved, as required, to meet schedules and resolve problems. |
| Guidance | Receives assignments in small packets with detailed instruction as to process and timing. |
| Physical Effort | Little chance of injury. Little physical effort required. |
| Working Conditions | Standard office environment with little physical effort required. May be required to travel for extended periods of time and/or have overnight trips. Significant additional hours during peak and difficult business circumstances may be expected. |

|  |  |
| --- | --- |
| **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 an understanding of the programme. You will be the primary engineering point of contact for the customer, sub –contractors and other stakeholders |

|  |  |
| --- | --- |
| **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 engineering disciplines (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. |

|  |  |
| --- | --- |
| **Education & Experience** | |
| Required Education & Experience | Candidates should have a degree level education, or equivalent.  Candidates should be able to demonstrate:   * Previous experience either as a Project Lead Engineer or a Domain Lead Engineer (e.g. Systems, Hardware, Software) * A good understanding of the multi-disciplines involved in delivering projects. * A good understanding of the challenges associated with Avionic System Engineering such as operating environment. * High levels of motivation, integrity and professionalism * Flexibility, innovation and commitment to delivery   Professional registration as a Chartered Engineer (CEng or equivalent) is desirable, but not essential. GDMS-UK actively support employees in attaining CEng status. |