



<b>Job Description</b>	Engineering Capability Lead
<b>Department:</b>	Engineering & Manufacturing

**ROLE TITLE:** Engineering Capability Lead

**Reports to:** Head of Value Stream

**Direct reports including contractors:** Engineers, Technicians, Specialists, Consultants

**Budget:** None

**Key relationships:**

- Line management responsibility for direct reports
- Oversee technical deployment of Early Careers employees
- Build collaborative relationships with other ECLs, HOVSs and Head of Capability
- Work closely with Technology Programme Managers and Technology Project Leaders to support project definition, capability offerings and delivery adherence
- Build good working relationships with Members/customers/suppliers

**ROLE PURPOSE:**

- To work with HOVS in the leadership and development of capability team, ensuring that the resources and technology offerings meet current and future business needs
- To support delivery of relevant programmes/projects by managing resource, acting as technical authority/independent reviewer and ensuring technical integration and governance
- To manage the Engineering Capability Team in the line management and development of direct reports

**MAIN ACTIVITIES:**

Strategy

- Input in to and enact the capability group roadmap in line with NCC strategy and sector roadmaps
- Develop the capability team to align with the demands of the business and NCC growth forecast
- Collaborate with HOVS to continually enhance team technical capability by defining capability development projects
- Collaborate with wider ECL community to review successes and identify issues to innovate process solutions and align with departmental best practices

Technical

- Manage the teams technical resources & associate suppliers
- Ensure the effective and efficient performance of the engineering capability team
- Shape and provide critical technical input into proposals and projects in capability area
- Carry out technical research work and provide technical input into proposals and projects
- Work with HOVS in the development of technical processes, policies, procedures and specifications to ensure quality, consistency and efficiency within the engineering capability team
- Support HOVS in establishing and operating KPIs aligned to overall business and R&D objectives to measure the effectiveness of technology development and continuous improvement.
- Contribute to the technical strategy for the capability area
- Manage workload within the team
- Shape and develop collaborative projects and bidding into funding calls.
- Develop technical networks.



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- Work with HOVS to assess resource requirements and propose additional recruitment and/or acquisition of technical facilities.
- Interface with other capability areas and functions across NCC.
- Work collaboratively with the university/academia, Catapult research centres and other RTOs.

#### Resource Management and Team Leadership

- Manage team deployment onto projects to ensure technical delivery
- Ensure that the working time of all engineering resource is undertaken effectively and fairly
- Provide line management to direct reports; including setting and monitoring of personal objectives, conducting regular 121s and development discussions
- Provide timely and appropriate feedback that focuses on those things that will make the biggest difference in performance; reinforces efforts and progress
- Inspire and motivate others through the creation of a positive working environment
- Support the work of Doctoral Students and Graduates when allocated to the team

#### Health & Safety

- Responsible for ensuring Health & Safety documentation is in place; in line with regulations and NCC H&S policy
- Ensure that all activities are carried out in a safe, managed and lawful manner, compliant with all relevant legislation
- Fully support and comply with company H&S policies
- Foster a culture of H&S and role model H&S behaviours and practices
- Zone ownership responsibilities for relevant areas

#### Customer Interaction

- Build strong relationships with customers in their technical field.
- In conjunction with HOVS, address any customer concerns that may arise
- Work collaboratively with the University of Bristol/academia, Catapult research centres and other RTO's
- Represent the NCC in relevant technical forums / steering groups and champion the NCC's technical strategy

This Job Description is not an exclusive or exhaustive list of all activities that an individual in this position may be asked to perform. You may be required to undertake other responsibilities or activities, as requested by your line manager, to support your team or wider NCC activities.

#### **PERSON SPECIFICATION**



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<b>Essential</b>	<b>Desirable</b>
<u>Qualifications/Experience</u> <ul style="list-style-type: none"> <li>■ Masters in Mechanical/ Materials Engineering or other relevant degree/qualification</li> <li>■ Substantial experience of working within the composites industry.</li> </ul>	<u>Qualifications/Experience</u> <ul style="list-style-type: none"> <li>■ Research experience in the composites field and ability to carry out innovative research and development programmes.</li> <li>■ Excellent knowledge and networks in the composites field and a track record of carrying out innovative research and development programmes.</li> <li>■ Experience in technical and line management with recognised training in people management, motivation and appraisal</li> </ul>
<u>Behavioural Competencies</u> <ul style="list-style-type: none"> <li>■ Proven ability to competently address engineering problems for a specific capability team and have an understanding of broader engineering areas.</li> <li>■ Proven ability to synthesise technical solutions and strategies and develop substantiated conclusions</li> <li>■ Competently address engineering problems involving uncertainty, ambiguity, wide ranging and sometimes conflicting technical and non-technical factors</li> <li>■ Understanding of the value of alternative and multi-disciplined viewpoints, academic involvement and the importance of professional networking.</li> <li>■ Ability to remain calm in difficult or challenging circumstances and to work to tight deadlines.</li> <li>■ High level of attention to detail.</li> <li>■ Excellent oral and written communication skills and confident delivering presentations.</li> <li>■ Able to manage own and others' time and workloads effectively</li> <li>■ Ability to develop and maintain good working relationships at all levels.</li> <li>■ Able to express complex/specialist technical information effectively and succinctly, issuing instruction, engaging in discussion, formulating arguments and justification, debating and negotiating – to technical and non-technical audiences and using</li> </ul>	<u>Behavioural Competencies</u> <ul style="list-style-type: none"> <li>■ Experience of technical strategy/roadmap definition and development</li> <li>■ Experience of managing time, cost and quality in engineering projects</li> </ul>



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Essential	Desirable
<p>appropriate media best suited to the audience and context</p> <ul style="list-style-type: none"><li>■ Has professional gravitas, smart and confident as a technical ambassador of the NCC</li><li>■ Proven ability to seek out novel developments in your engineering capability and apply knowledge and systematic processes to evaluate and justify potential</li><li>■ Team player with the ability to lead and motivate a team.</li></ul>	