

Job Title	Engineering Director	Position type	Full time
Location	Laughton, East Sussex	Travel required	10%
Contact	Tony Larkin Managing Director	Date posted	April 28, 2023

Job Description

PURPOSE OF JOB

Quorum has grown rapidly to become a key supplier of sample preparation equipment to the electron microscopy market. To help the company reach the next level of growth, we will appoint an Engineering Director to provide technical leadership and vision for the Engineering team as well as drive and champion innovation within the entire organization. You will be responsible for overseeing a small department of engineers and other technical staff as well as external vendors specific to engineering. In your first year, you will shorten development times by efficient project management and implementation of rapid prototyping techniques.

RELATIONSHIPS

REPORTS TO: Managing Director

RESPONSIBLE FOR: Engineering

INTERACTS WITH: Operations, Finance, Sales & Marketing, suppliers, and customers

ROLE AND RESPONSIBILITIES

Strategic and tactical responsibility for implementing new product development strategy and supporting operational goals to exceed customer expectations for product development, quality, cost, and delivery, maximising efficiency, optimising and driving engineering excellence

- Create and implement best practice engineering vision and strategy to aid and improve business performance.
- Be responsible for new product development, ensuring that projects are delivered on-time, to the agreed specifications, and within budget.
- Apply critical path reasoning to evaluate the challenges ahead and proactively take action to mitigate potential risks to the project before they happen.
- Establish quality and reliability standards by studying industry benchmarks and the requirements of customers and research/design and development.

Overall responsibility and accountability for the Engineering function, which will include budgetary management.

- Ensure that creative and innovative engineering and manufacturing processes and procedures are in place to meet business objectives and operational needs in terms of price, quality, and delivery targets and which enables the company to function and compete effectively in the market.
- Build and develop a strong technical team as well as a network of external providers capable of meeting the goals of rapid new product development.
- Support the Engineering team and work with other departments to develop appropriate specifications for new products, determine the optimal design approach and manage development projects.
- Contribute to annual budget process for Engineering.
- Take ownership of the engineering policy, guidelines, and any associated documents.
- Provide technical support to business development, forecasting and field service teams
- Report on Engineering activities on a regular basis to the Senior Management team, ensuring accurate and timely reporting of the relevant KPIs.
- Ensure that Environmental, Health and Safety, engineering and quality standards and procedures are adhered to.

Responsibility for the technology roadmap which builds on the marketing vision for the future product portfolio to show what technical resources and functionality will be required in future.

- Ensure Engineering functions are equipped to meet future business goals, in terms of skill set, resources, equipment and succession planning.
- Where necessary, develop external suppliers capable of filling gaps in the internal skill set so we minimise waiting time and reduce quality issues.

The above is not an exhaustive list of duties, and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.

PERFORMANCE MEASUREMENT

- Ability to meet project deadlines and budgets.
- Margin from sales of new products.
- Concise, detailed, and accurate reporting of project progress as required by senior management.
- Ability to meet customer expectations and to maintain Quorum's established reputation for excellence.
- Ability to ensure that all established administrative routines and records are kept accurately and up to date.
- Compliance with health and safety requirements, near misses and accidents in the workplace.
- Compliance with all standards and regulations relevant to our products and workplace.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

Relevant Degree in a Science, Engineering or related technical discipline, or equivalent experience. You will be expected to have scientific credibility among peers with the ability to influence and lead.

Key Words: engineering | vacuum | electron microscopy | research | development | sample preparation | strategy | new product development | agile

REQUIRED EXPERIENCE

The successful candidate will have:

Demonstrable record in meeting challenging targets for new product development. Would suit someone with experience in supplying instrumentation to Tier 1 Automotive or Aerospace. Strong leadership style, able to drive the team to achieve targets set by senior management team, as well as motivate and support them in overcoming obstacles. Analytical approach to project management, ability to identify critical paths and mitigate potential roadblocks before they can impact delivery targets. Demonstrated ability to coordinate different departments, resolve conflicting priorities and influence others without having direct authority.

PREFERRED SKILLS

Knowledge of applicable regulations and standards affecting scientific instrumentation. Experience with electron microscopes would be a distinct advantage as would familiarity with alternative methodologies for sample preparation (e.g., critical point drying, cryo). Strong analytical and computer skills are preferable, especially SolidWorks and PDM.

Formal qualifications in methodologies such as Agile Product Development would be a plus. Interest and ability to understand the science and interface with key opinion leaders is desirable. Must be willing to travel both within the UK and internationally for typically 10% of time.