

VACANCY

Position:	Development/ Manufacturing Test Engineer
Business unit:	UK Radar & Naval Solutions
Reporting to:	Hardware Mechanical & Production Engineering Manager
Location:	Enfield, United Kingdom

Job Scope

The job holder will be required to develop, design, and maintain test structures within both the HENSOLDT UK production environment and suppliers for current and new products, and to support manufacturing test operations and test technicians as required.

Job Functions

- Develop test plans and packages of test instructions, test equipment including bespoke items for in-house technicians and supplier technicians to verify total functionality of units under test.
- Support production test techniques and equipment for a diverse range of electronic solid-state, analogue, digital, microwave RF, microwave antenna, computer based and magnetron products, with a proactive team-based approach.
- Support the process of transferring the testing of new products from engineering development to the manufacturing environment for production in-house and at a supplier.
- Suggest corrective action for procedure and product deficiencies.
- Ensure test related manufacturing helpdesk issues are resolved without undue delay, including root cause analysis and technical report writing where applicable.
- Create, improve, review, and approve production test specifications.
- Take a lead part in the change process, ensuring approval of all test related changes and that manufacturing data is current and correct.
- Define standard test times and their input to the Material Requirement Planning system, including annual review and update.
- Attend development design reviews and promote design for manufacture & test readiness.
- Attend software release meetings and the introduction of software updates to the manufacturing and production environment.
- Support the resolution of test related production issues including test and deliverable software.
- Support and maintain manufacturing and production test equipment and fixtures, including test fixture development.
- Provide test equipment training, including guidance for daily maintenance and care.
- Engage with development to broaden personal test knowledge and skills, including personal research.
- Conduct test engineering assignments including design and development on new and current products.
- Work closely with suppliers, vendors, procurement, quality, design authorities, development engineers etc. including some off site working.
- Any other tasks associated with above.

Requirements

- At least 2 years' experience within an active Test Support role.
- Industry experience more relevant than academic qualifications, but Degree or HND in an electronic discipline would be desirable.
- Have a high standard of transferable skills to deliver test support from the outset.
- Working knowledge of test equipment and developing test solutions and test fixtures.
- Ability to test and fault-find complex electronic equipment to discreet component level.
- Working knowledge of analogue, digital, RF, microwave, computer based and magnetron products.
- Working knowledge of RF solid-state products would be an advantage.
- Have proven ability to understand complex schematic circuit diagrams, technical drawings, product manufacture and manufacturing techniques.
- Working knowledge of Quality Assurance, Configuration and Process Controls.
- Analytical approach to problem solving with strong numeracy, literacy and report writing skills.
- Good inter-personnel skills with the ability to communicate at all levels and engage staff.
- Self-motivated, calm under pressure, creative and forward thinking.
- Experience and evidence of driving KPI improvements.
- Ability to plan, prioritise your own work and make decisions.
- Flexible at all times, particularly when deadlines need to be met.
- Knowledge of Computer networking, hardware, and configuration together with good working knowledge of Microsoft Word and Excel.
- Experienced in improving Line Performance, Lean Techniques and Continuous Improvements desirable but not essential.

- Have a high standard of transferable skills to deliver test design, development, and support from the outset.
 - Have an ability for troubleshooting to discreet component level.
 - Familiar with a wide range of test equipment and techniques.
 - Able to work with a broad range of personalities and skill sets.
 - Engage, encourage, and mentor with an ethical approach.
 - Excellent written and verbal skills.
 - Able to work within a team or as an individual at all levels.
 - Able to work with design teams and design documentation to produce Test Plans and associated documentation and equipment for internal and external testing of items.
 - Able to take the lead, resolve problems, complete tasks, and present authority in an informed and clear manner.
- Able to provide a dynamic, diverse, conscientious, and proactive team-based approach within the organisation

Physical Attributes

- Standing, walking, and bending throughout the day.
- Capable of manual handling/lifting on a regular basis.

The above list will be subject to the Company's duty to consider any reasonable adjustment under the Equality Act 2010.

Employee Compliance

- The job holder will be expected to comply with any reasonable operational instruction or procedures relating to Company policies, reporting and controls. Section 7 of the Health and Safety at Work Act 1974 provides a duty on every employee, while at work, to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- It also places a duty on employees to cooperate with their employer so far as is necessary to enable their duties to be complied with including the appropriate use of personal protective equipment (PPE).
- Failure to comply with this duty may result in the Company invoking the disciplinary procedure.

About HENSOLDT UK

HENSOLDT UK, formerly Kelvin Hughes, is a world leader in the development, manufacture and supply of maritime navigation and surveillance radar systems. HENSOLDT UK employs over 170 employees and are headquartered in Enfield, North London. The company sets the international standard in solid state radar sensor technology with SharpEye and its market leading navigation and tactical radar display systems.

SKILL MATRIX:

Job Title/Employee	Development/Manufacturing Test Engineer
SKILLS	
Technical	
Experience of Active Test Support	4
Troubleshooting to Discreet Component Level	4
Familiar with a wide range of Test Equipment	4
Understanding Mechanical Drawings	4
Understanding Circuit Drawings	4
Conversant with Electro-Mechanical assembly	4
Conversant with PCB assembly	4
Radar systems knowledge	4
Knowledge of latest manufacturing Test Techniques	4
Knowledge of Lean manufacturing tools & techniques	4
Implementation of Lean manufacturing	4
Knowledge of static-safe working practices	4
Understanding Health & Safety issues	4
Personal	
Proactive & Motivation Skills	3
Self-Management Skills	3
Team Management Skills	3
Delegation Skills	3
Problem Solving Skills	4
Verbal Communication Skills	4
Written Skills	4
IT	
Use of Microsoft Excel	3
Use of Microsoft Word	3
Use of Microsoft Powerpoint	3
Use of Microsoft Outlook	3
Use of Microsoft Visio	2
Use of IFS to view documents and data	4
Use of IFS to enter data (change requests, defects etc.).	4
Use of databases	4
Quality Assurance	
Knowledge of Change Control Processes	3
Knowledge of Quality Systems	3
Knowledge of Company Processes	3
Knowledge of Configuration Management.	3
Industry Standards (e.g., IPC610,620)	2

- Grading System:**
- 0 No knowledge**
 - 1 General low level of competency**
 - 2 Competent in some respects**
 - 3 Competent in most respects**
 - 4 Fully competent in all aspects**