
JOB DESCRIPTION: ENGINEER - SYSTEMS

1. POSITION SUMMARY

JOB TITLE:	Engineer - Systems
EMPLOYMENT STATUS:	Permanent
LINE MANAGER:	Principal Engineer - Systems
LOCATION:	Shoreham-by-Sea
STANDARD WORKING HRS:	37.50 hours per week between 9:00am and 5:30pm, Monday to Friday inclusive
SALARY RANGE:	£DOE
HOLIDAY:	25 days per annum
BENEFITS:	Company Pension Scheme, Health Scheme (BUPA), Life Cover, EAP (employee assistance programme), Free Beverages, Discounted Gym Membership, Discounted Eyewear and Free Eye Test, Ride to Work Scheme, Electric Car Charging, Free Parking On-site.

We are currently recruiting an Engineer to join the Systems department at our headquarters in Shoreham-By-Sea.

Over the last 13 years, Cox Powertrain have been on a mission to deliver a revolutionary new concept in ultra-lightweight diesel engines with their market revolutionising CXO300. Since 2007, Cox has successfully raised over £120 million of private investment, to bring the outboard from a dream to a reality. Having begun production in May 2020, the CXO300 is becoming hugely popular in the market and demand is on the rise.

2. JOB FUNCTION & RESPONSIBILITIES

2.1. JOB FUNCTION

- Act as the primary owner of nominated system(s), co-ordinating activities between:
 - Design
 - Analysis
 - Test & Development
 - Marketing
 - Purchasing
 - Manufacturing
 - Supplier Quality Assurance (SQA)
 - Aftersales
- Define and maintain key Systems requirements and specification documentation
- Work alongside the Purchasing team to work with suppliers and where required support nomination of new suppliers for current and future programmes
- Be the main technical contact for relevant suppliers throughout the lifespan of the product
- Work alongside relevant stakeholders to capture the commercial, functional and technical requirements for nominated system(s)

- Work with Purchasing and Manufacturing team to ensure designed system is practical, sustainable and meets cost targets
- Work with Analysis and Test team confirm that nominated system(s) deliver the required performance
- Work with the Aftersales team to provide technical input to any in-field issues reported against the nominated system(s)
- Work with the SQA team to provide technical input to Quality issues potentially affecting component performance or function
- Work with the Manufacturing team to provide technical input to assembly issues related to the nominated system(s) found in the production process

2.2. KEY RESPONSIBILITIES

- Drive the development of nominated system(s) to meet the defined requirements
- Maintain good relationships with all stakeholder, external and internal, involved in the development of their system, such as suppliers, customers, regulatory boards etc.
- Organisation of meetings with relevant stakeholders as appropriate
- Compilation and update of system requirements and cascading them down to component requirements
- Updating standard company systems tracking documentation and delivering status updates to colleagues
- Attend reviews of assigned Product Issues related to the nominated system(s), leading 8D root cause analyses through to Interim / Permanent Corrective Action definition and rollout
- Present Engineering-driven Design Change Requests for the nominated system(s) to the Change Review Board, and lead relevant Engineering Change tasks through to BoM update with solution items
- Ensure system design is agreed with Purchasing and Manufacturing teams as being practical for long term production requirements

3. STANDARDS

- Maintain/Develop a knowledge of the state of the art for their nominated system
- Strive to deliver systems on time, to the correct quality at a tolerable cost
- Maintain a professional relationship with internal and external parties at all times
- Demonstrate Cox Powertrain Behaviours:
 - Innovation
 - Asks why current processes are used
 - Looks for ways of improving the components/systems they are working on
 - Expertise
 - Capable of undertaking work with some day to day supervision
 - Aware of what is acceptable in both personal delivery and the performance of the part of the product they are engineering
 - Tenacity
 - Committed to deliver to agreed Cost, Quality and Timing targets
 - Highlights when they are going to be late to deliver in a timely manner
 - Asks what are the different methods they could use when others fail

- Honesty
 - Informs line management when they are aware that they will struggle to deliver
 - Takes personal responsibility for the quality of their work
 - Highlights when they find errors in their work and the work of their peers
- Respect
 - Uses the advice of peers and senior members of staff to improve their work
 - Acknowledges the achievements of team members
 - Where possible, works to fulfil the requests of the line management in an efficient manner
- Integrity
 - Conducts themselves in a professional manner
 - Demonstrates a strong desire to push forward their personal development
 - Informs management if they believe something in the company is not working correctly

4. SKILLS AND EXPERIENCE

4.1. NECESSARY

- Strong track record of developing components/systems in their career history
- Good communication skills, both written and verbal
- Demonstrable ability to review existing systems from benchmark products and deduce the functions of their features and components
- Experience in planning activities and delivering to those plans

4.2. ADVANTAGEOUS

- A working knowledge of internal combustion engines and watercraft
 - Experience of the development of painted A&B-Surface panel and latch systems would be particularly beneficial
- Experience with Siemens Teamcenter and/or Polarion software
- Experience in compiling Design FMEAs, Technical Specifications and functional validation plans for components/systems

5. WHY COX POWERTRAIN?

With a global reach of over 100 territories, you will be joining a business that puts innovation at the forefront of everything we do and aim to be leaders in our field. To achieve this, we are always on the lookout for new talent to join our team.

Join the team and be a part of revolutionising the marine industry.