
JOB DESCRIPTION: ENGINEER (TEST AND DEVELOPMENT)

SUMMARY

JOB TITLE:	Engineer (Test and Development)
EMPLOYMENT STATUS:	Permanent
LINE MANAGER:	Principal Engineer (Test and Development)
LOCATION:	Shoreham-by-Sea
SALARY RANGE:	£DOE
HOLIDAY:	25 days per annum
BENEFITS:	Company Pension Scheme, Health Scheme (BUPA), Life Cover, EAP (employee assistance programme), Enhanced Paternity Pay, Free Beverages, Discounted Gym Membership, Discounted Eyewear and Free Eye Test, Ride to Work Scheme, Electric Car Charging, Free Parking On-site.

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.

1. JOB FUNCTION & RESPONSIBILITIES

1.1. JOB FUNCTION

Working within the Cox Powertrain test and Development department, the Test and Development Engineer will be responsible for the delivery of component rig tests, engine dyno tests and full outboard motor testing either on vessel or in a test tank

1.2. KEY RESPONSIBILITIES

- Development and execution of test procedures including component rig test, engine dyno and full outboard testing
- Specification and implementation of test rigs, instrumentation, control and logging equipment to ensure successful testing to stakeholder requirements
- Specification and implementation of test equipment to support vessel tests at customer/partner locations
- Day to day management of test technicians including scheduling and prioritisation of test activities
- Initial results analysis and the reporting of test results in a formal written report
- Leading the development of new test methods
- Ensuring the maintenance and improvement of test facilities
- Liaise with other Engineering departments

2. STANDARDS

- Work in a safe manner in accordance with the Company's Health and Safety procedures
- Work independently, manage time and prioritise tasks effectively
- Present information clearly and concisely through written and verbal communication
- IT literate and proficient with all Microsoft software and other test control packages
- Good knowledge of a test environment
- Flexibility to travel both within the UK and internationally as required
- Able to proactively identify issues and support problem solving activities
- Demonstrate Cox Powertrain Behaviours:
 - Innovation
 - Helps to provide a work environment that encourages innovation as part of team members daily duties
 - Looks for opportunities across both their own team and in conjunction with other parts of their department
 - Expertise
 - Has a broad level of expertise over the range of activities that they oversee
 - Recognises where there are shortfalls in knowledge within their area and proposes solutions to overcome them
 - Understands the basic operation of the various teams within Engineering and a general understanding of the other departments within the company
 - Capable of providing technical sign off of data leaving their area
 - Tenacity
 - Encourages their direct reports to deliver to agreed CQT targets
 - Predicts when current processes are likely to fail and pre-emptively looks for alternative solutions
 - Demonstrates a desire to deliver independent of what barriers exist to prevent this happening
 - Honesty
 - Highlights when requests for work are beyond what they believe are the capabilities of their team
 - Acknowledges when mistakes have been made within the team and works to ensure they are not repeated
 - Respect
 - Helps to provides a working environment within the team based on mutual respect of each other's work towards the common goal
 - Shows respect for other members of company outside of the team and the work that they do
 - Looks positively upon the work of competitors and recognises the good qualities of their products
 - Celebrates the success of direct reports
 - Integrity
 - Acts in such a way that anyone in the company can come to them for an honest informed opinion about their area of expertise
 - Will speak up if they believe that a process within the company is ineffective and propose remedial actions
 - Is a person people can come to with personal issues and know they will be dealt with in a professional and compassionate manner

3. SKILLS AND EXPERIENCE

3.1. NECESSARY

- Bachelor's Degree or equivalent in a relevant Engineering subject
- Experience of powertrain test set-up and execution
- Experience in an engine test environment

3.2. ADVANTAGEOUS

- Experience of marine powertrain development activities
- Experience of diesel engine specific development.
- Test cell operation using Sierra CP Engineering CADET test cell control systems.
- Operation of small powered marine craft

4. 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.