
JOB DESCRIPTION: SENIOR ENGINEER – PRODUCT REQUIREMENTS MANAGEMENT

1. POSITION SUMMARY

JOB TITLE:	Senior Engineer – Product Requirements Management
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 a Senior 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

- Be the nominated contact responsible for upkeep of key Product technical requirements / specification documentation for current and future Cox Powertrain products. Including, but not limited to:
 - Product level requirements and technical specification
 - System level requirements and technical specification
 - Component level requirements and technical specification
 - Design FMEA
- Drive reviews and release of the product / systems documents with the nominated Systems Engineers and Chief Engineer, to timing in accordance with programme gateway milestones
- Work alongside the Test team to ensure validation requirements are cascaded to the related DV plans, and test results are fed back into the relevant documents (e.g DFMEA)

- Work alongside the Analysis team to ensure simulation requirements are cascaded to the related DV plans, and test results are fed back into the relevant documents (e.g DFMEA)
- Work with the other business functions to ensure requirements are captured on a cross-functional basis

2.2. KEY RESPONSIBILITIES

- Ensure product and systems technical requirements and specifications documentation are populated, released and reviewed in accordance with programme timing requirements
- Develop and maintain standardised version-controlled templates for all document types
- Develop and maintain product requirements document libraries within the Cox Requirement Capture system
- Ensure that product level requirements are cascaded into all product systems requirements
- Ensure regular reviews of the product documentation are scheduled and attended by the required stakeholders
- Updating standard company systems tracking documentation and delivering status updates to colleagues
- Report status and glidepath to document completion for a given programme to the company's Leadership Team
- Ensure relevant documents are updated in-line with ad-hoc component / system changes as part of Ongoing Product Development
- Ensure document updates adhere with the company's Business Management System processes to provide a robust, auditable paper trail

3. STANDARDS

- Maintain/Develop documentation to a high standard in order to drive robust verification and validation that Cox products meet defined requirements, thus ensuring Cox make premium products in-line with customer expectation
- Use own experience to add value to document review process and identify opportunities for improvement
- 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
- Experience in product component ETRS and design Validation
- Experience in compiling Design FMEAs, Technical Specifications and functional validation plans for components/systems
- Good communication skills, both written and verbal

4.2. ADVANTAGEOUS

- A working knowledge of internal combustion engines, transmission systems and watercraft
- Experience with Siemens Teamcenter and/or Polarion software

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.