
JOB DESCRIPTION: PRINCIPAL ENGINEER – CALIBRATION

1. POSITION SUMMARY

JOB TITLE:	Principal Engineer – Calibration
EMPLOYMENT STATUS:	Permanent
LINE MANAGER:	Head of Engineering
LOCATION:	Shoreham-by-Sea
STANDARD WORKING HRS:	37.50 hours per week between 9:00am and 5:30pm, Monday to Friday inclusive
SALARY RANGE:	Dependent on Experience
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.

2. JOB FUNCTION & RESPONSIBILITIES

2.1. JOB FUNCTION

- Serve as the company's main expert in diesel outboard calibration and oversee/undertake all product calibration within Cox
- Lead Engineering support to application specific developments, co-ordinating the development of application specific systems/components to allow the use of the product in specific vessel applications

2.2. KEY RESPONSIBILITIES

- Lead development of new product calibrations to provide the required performance level within the capabilities of the product hardware
- Plan and undertake calibration testing, including climatic testing on location
- Maintain database of product calibrations with record
- Work with the Sales and Aftersales teams to lead Engineering support on application specific development including calibration and hardware modification
- Assemble appropriate project team

3. STANDARDS

- Maintain/Develop a knowledge of the state of the art for outboard technologies
- Strive to deliver work packages on time, to the correct quality at a tolerable cost
- Maintain a professional relationship with external parties at all times
- Demonstrate Cox Powertrain Behaviours:
 - Innovation

- Provide a work environment that encourages innovation as part of team members daily duties
- Spots opportunities across their own team and in conjunction with other parts of the organisation
- Expertise
 - Has a broad level of expertise over the range of activities covered by their team
 - Recognises where there are shortfalls in knowledge within their team and implements solutions to overcome them
 - Understands the 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 the team
- Tenacity
 - Encourages their team to deliver to agreed Cost, Quality and Timing 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
 - Quickly admits when requests for work are beyond the capabilities of their team
 - Acknowledges when mistakes have been made within the team and works to ensure they are not repeated
 - Informs others when they are not delivering to the required level
- Respect
 - Provides a working environment within the team based on mutual respect of each other's work towards the common goal
 - Models 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 when there are successes within the team
- Integrity
 - Acts in such a way that anyone in the company can come to them for an honest informed opinion
 - 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

4. SKILLS AND EXPERIENCE

4.1. NECESSARY

- 10+ years' experience successfully calibrating diesel engines to meet performance and emissions requirements
- Able to specify testing programmes to validate calibrations are fit for purpose for use in all target operating territories as defined in the overall product requirements document

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- Able to develop and maintain a range of calibrations for a single product to allow for a range of use cases
 - Able to liaise with end users to gather their particular requirements and form these into work plans to modify both product calibration and hardware where appropriate
 - Experience with INCA, ATi Vision or similar calibration development tools

4.2. ADVANTAGEOUS

- Experience developing products for a marine application
- Some experience in component/product development
- Experience in the development of engine calibration based on the Nira RK platform
- Knowledge of the use of DoE and model based calibration to optimise calibrations in an efficient manner
- Experience in specifying / implementing mobile data acquisition 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.