

PERSON SPECIFICATION

Job Title: Lead Systems Engineer

	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> HNC/HND qualified in Electrical, Control, Systems, or related Engineering discipline. 	<ul style="list-style-type: none"> Degree-level qualification in a relevant engineering discipline (e.g. BEng, Level 6+). Management or leadership training/qualification.
Specific Skills / knowledge	<ul style="list-style-type: none"> Strong background in Electrical, Control, or Systems Engineering. Proven experience in product development and design for manufacture (DFM). Proficiency in 3D CAD systems (SolidWorks or similar). Knowledge and practical application of PLC programming and CANbus communication. Experience in developing BS EN ISO 13849-compliant control systems. Sound knowledge of hydraulic, electrical, electronic, and programming principles. Ability to perform calculations for the correct selection and sizing of components. Skilled in preparing and maintaining Bills of Materials (BOMs) and part revisions. Experience with MRP/ERP systems. Experience preparing Technical Files for CE/UKCA marking and compliance documentation. Experience working in a manufacturing/engineering Lean environment. Ability to oversee prototype machine build, testing, and validation. 	<ul style="list-style-type: none"> Experience in hybrid or fully electric system design and integration. Knowledge of sustainability and electrification trends in product development.
Interpersonal Skills / communication	<ul style="list-style-type: none"> Strategic mindset, able to link engineering decisions with long-term business objectives. Effective leadership, with the ability to delegate, coach, and mentor team members. Strong decision-making and problem-solving skills. Ability to manage multiple projects simultaneously and perform well under pressure. Excellent attention to detail and drive for continuous improvement. Clear and confident communicator, able to engage with technical and non-technical stakeholders. Well-organised, proactive, and able to work independently. Collaborative and solutions-focused team player. 	<ul style="list-style-type: none"> Supervisory/management experience, including mentoring and team development. Experience contributing to cross-functional strategic planning.

Any other relevant requirements	<ul style="list-style-type: none"> • Commitment to continuous professional development and learning. • Flexible and adaptable to meet changing business needs. • Hands-on, practical approach to engineering challenges. • Valid full UK driving licence. 	<ul style="list-style-type: none"> • Passion for the tree care industry.
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