



**JOB DESCRIPTION**

<b>Job title</b>	Systems Engineer
<b>Department</b>	Design
<b>Responsible to</b>	Head of Electric Systems
<b>Salary</b>	Competitive
<b>Hours</b>	40 hours per week

**About the Company**

Our purpose is to change the way people live in cities. By providing the means to commute or explore with a bike that you can take anywhere and store anywhere, we can make cities better places to live. We want to increase people’s freedom, improve their health and reduce society’s impact on the environment. We make more than just a bicycle, and we are more than just a bicycle company.

We continue to make the Brompton in West London, where we started in 1975, but our product has travelled far - we now export 80% of our bicycles to 47 countries. In the past 3 years we have invested in a new purpose-built production facility, transformed our digital architecture, opened new flagship stores and had our biggest product launch in company history and we’re not stopping there...

To truly deliver on our purpose, we need passionate, innovative and talented people that want to challenge the status quo and make an impact. We can offer you a job you won’t find anywhere else.

**The role**

We are seeking a passionate, imaginative and eager systems engineer to join our team and help improve our systems architecture and test. You will work within the team alongside software, electric and mechanical design engineers to deliver improvements and new designs to our drive systems portfolio.

We want you to get involved in all aspects of the system, tying the different disciplines together using systems engineering techniques and practices to ensure the electric system is hitting key objectives in a timely and safe manner.

**The Person**

The role will require the candidate to consistently develop practical procedures and complete tasks through to a conclusion. The successful person will may be expected to support others and provide practical knowledge, competence and expertise. They must use researched factual information when solving problems and apply logic when handling challenging situations. They must seek continuous improvement and aim to reduce errors and overcome omissions. The person occupying this role will be expected to provide satisfactory solutions in situations involving the new and unexpected.

This role calls for a person who has the drive to achieve results within a specialist, technical or administrative area of expertise. The person is likely to be reflective by nature and should enjoy working in areas which require attention to detail and maintaining quality and standards. The job will involve concepts, equipment, ideas and problem solving where a sound depth of knowledge and expertise are a strong requirement.

Persistence and the ability to see a job through to conclusion are important to the role. The person fulfilling this role should be driving, thorough, systematic and enjoy working within clearly defined work parameters. Ideally the job is calling for a person who is tenacious, structured, methodical, organised, inquisitive, factual, cautious, shrewd, self-reliant, hardworking and with a strong need to achieve a worthwhile result. A probing, questioning and objective approach is also called for within the position.

### **Main responsibilities**

- Analyse and manage product requirements disseminating them into systems, hardware, software and mechanical requirements.
- Develop and manage interface specifications between subsystems.
- Traceability management between requirements and system tests to demonstrate compliance with relevant standards.
- Requirements baseline management traceability and verification
- Production of relevant safety work products and support Safety Analysis (i.e. FMEA) and risk assessment.
- Define system test requirements and test plans
- Execute system testing and analysing test results, support change management and provide dispositions on non-compliances.
- In addition, you'll also work with other engineering disciplines to develop robust technical solutions and maintain architecture definitions and trade-off analysis.
- Monitor and track department progress and milestones and project deadlines.

### **Skills**

- Experience in a similar role ideally within automotive, aerospace or consumer product development.
- Experience of requirements management tools to define compliant systems designs
- Ideally experience of full project lifecycle
- Knowledge of Systems Engineering practices, methodologies, processes and techniques.
- Experience of hands-on development of either hardware, software or firmware development, particularly in an embedded environment.
- Experience in writing high quality technical documentation and the formal technical review of such material.
- Project management experience and ability to report development progress and timings
- Understanding of agile development process useful

### **Experience and Education**

- Master's or Bachelor's degree (or equivalent qualification or experience) in systems engineering, electrical or software engineering, or related field.
- A minimum of 3 years of relevant industry experience.
- A collaborative & communicative attitude to project working is highly desirable.
- A keen interest in cycling is an advantage for this role.

### **Job Profile**

Brompton utilises Personal Profile Analysis and Psychometric Assessments during the recruitment process to identify the behaviour requirements and working styles of our job functions. Below outlines the 4 basic characteristics generally displayed in the working environment. This job profile will allow all candidates to decide if they fit the profile for the role.

### Steadiness (High S)

- Dependability and stability are some of the characteristics important for satisfactory performance in this position.
- patience and being well organised are important to this function.
- The nature of the job usually permits realistic, even flexible time scales for task completion.

### Compliance (High C)

- Diplomacy and compliance with policy and procedures are several of the characteristics which could be critical for success in this position.
- It will be important that the candidate subscribe to strict standards of quality and accuracy.
- Adherence to systems and procedures will be crucial to this role.
- Being methodical and precise could constitute prime requirements for success in this job.

### Dominance (Marginally High D)

- Direct working behavioural style with the ability to drive for results

### Influence (Marginally Low I)

- The person in this position will be more factual, probing and reflective

### Benefits

Brompton offers you a very excellent working environment with enthusiastic colleagues who get along very well, communicate and co-operate with each other. The working climate is informal, but we work hard. Next to good terms of employment, Brompton offers you the opportunity to work in a responsible and challenging job within a dynamic, international and ambitious environment. We are all proud to be part of Brompton Bicycle; we all share the same passion and dedication to the company and the product, despite any differences in cultural backgrounds and skills.

- Large discount on your very own Brompton (family and friends get discount too).
- A choice of working hours, including a 9-day fortnight (i.e. every other Friday off).
- 20 days holiday, plus Bank Holidays, rising the longer you stay with us.
- Workplace Pension Scheme, Season Ticket Loan, Flexible Working, Cycle to Work Scheme and other similar benefits.
- Birthday Breakfast, Family Fun Days, Christmas Parties, Annual Bike Rides, Charity Raffles, Volunteering with the local community all go towards creating a working environment that is fun and enriching.

### How to Apply

If you feel that you fit within the Brompton team spirit and you can bring talent, innovation and enthusiasm to our workforce then please email your CV and covering letter to the People team, at [recruitment@brompton.co.uk](mailto:recruitment@brompton.co.uk). In the subject, please specify the role you are applying for. You are encouraged to submit when ready and not wait until the deadline.

*You should be advised that any applications submitted without a covering letter and CV will not be considered for the role.*

**Applicants must have the right to work in the United Kingdom.**

The Company reserves the right to vary or amend the duties and responsibilities of the post holder at any time according to the needs of the Company's business.

The statements contained in this job description reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of responsibility. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences of relief, to equalize peak work periods or otherwise to balance the workload.