

<b>JOB TITLE</b>	Product Engineering Manager
<b>LOCATION</b>	Reading, United Kingdom

## DESCRIPTION OF FUNCTION

The Product Engineering Manager is responsible for leading the design, development, and continuous improvement of the engineering products. The role ensures that all products are fit for purpose, cost-effective, manufacturable, and aligned with customer and business needs.

## JOB RESPONSIBILITIES

### 1. Product Development

- Core responsibility: turning ideas into viable products.
- Design and deliver new products on time, within budget, and to specification
- Manage the full development lifecycle (concept → design → testing → release)
- Ensure alignment with customer and market requirements

### 2. Engineering Management

- Provide leadership to the team of growing analysts, design engineers and project engineers and ensure all products and related documentation are at the highest level of quality.
- Allocate resources across projects and priorities
- Drive a high-performance engineering culture
- Supervise the projects (time management, planning, progress control, commercial control)
- Manage a growing team of engineers.
- Select and train/grow engineering talent to senior levels of engineering.
- Facilitate senior engineers in developing (project) management skills.
- Review and improve engineering work and (draft) reports.

### 3. Design for Manufacture & Assembly (DFMA)

- Ensure products are designed for efficient manufacturing and assembly
- Maintain and improve relevant networks within supplier and customer organizations.
- Work closely with Projects / Operations to optimise the product to meet the needs of the project and the project installation team.
- Reduce design complexity and improve build efficiency

#### **4. Cost & Value Engineering**

- Manage product cost targets and BOM optimisation
- Support procurement in supplier selection and cost reduction initiatives
- Balance performance, quality, and cost constraints

#### **5. Quality & Compliance**

- Ensure all designs meet relevant standards, regulations, and certifications
- Focus on ensuring independent output meets/exceeds customer expectations.
- Implement robust validation and testing processes
- Maintain engineering documentation and change control
- Ensure full compliance with the Integrated Management System Policy that details HSEQ requirements.

#### **6. Cross-Functional Collaboration**

- Work closely with Sales, Operations, and Finance
- Support bids, tenders, and customer proposals with technical input
- Provide engineering support during project execution

#### **7. Continuous Improvement & Innovation**

- Identify opportunities to improve existing products
- Introduce new technologies, materials, or design approaches
- Drive standardisation and modularisation initiatives

#### **8. Customer & Technical Support**

- Engage with key customers and suppliers on technical requirements
- Support resolution of product-related issues
- Contribute to building long-term customer relationships

#### **Key Performance Indicators (KPIs)**

- Time to market for new products
- Product cost vs target (BOM accuracy)
- Number of design-related defects or failures
- Engineering project delivery (time & budget)
- Percentage of standardised components
- Customer satisfaction (technical performance)

## CAPABILITY PROFILE; KNOWLEDGE, SKILLS AND EXPERIENCE

### Education:

- PhD, MSc degree in a relevant engineering discipline, like mechanical, Petroleum, aerospace, nuclear or naval engineering

### Experience:

- A minimum of 10 years of relevant experience in offshore, wind energy or subsea engineering.
- Product development

### Computer Skills

- FEA/CAD/CAE Packages: ANSYS, ABAQUS, SolidWorks, Inventor and AutoCAD.
- Programming Languages experience, such as C#, C++, MATLAB, FORTRAN, Visual Basic, LabVIEW, Mathcad, Minitab, R and Python are desirable

### Additional competences:

- Entrepreneurial, pro-active, enterprising spirit
- Commercial awareness
- Taking initiative
- Result driven
- “Out of the Box” thinking
- Ability to interact at senior level with clients
- Fluent in English, both verbal and written