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Head of Product Engineering

About Bright Ascension

We are a fast growing, innovative company changing the way that software is developed in the space industry. With customers across the world, ranging from universities and space agencies, to commercial organisations and start-ups, our core technologies enable our customers to develop and operate space-based systems and services faster, cheaper and more reliably. Innovation is at the heart of what we do and it is our team which drives that innovation; this is reflected in our commitment to employee ownership, which gives all of us a voice, and a stake, in our current and future success. With offices in Dundee and Edinburgh we now have over 50 members of staff and plans to expand further over the next 12 months. We are at a very exciting time in our ambitious growth plans and have fantastic opportunities for talented individuals to join our team.

Job summary

We are looking for an experienced and motivated Head of Product Engineering in a high-impact leadership role, leading the architecture and engineering teams focused on delivery of our HELIX product. This role requires a balance of **technical expertise, technical and people leadership, and product-focused execution** in a **commercially driven** environment.

The Head of Product Engineering will co-ordinate amongst their direct reports, who are the technical experts in their respective product and software architecture domains, to draw consensus on the technical direction of several software products that are based on a single architecture.

We see this role as being full time, although this is negotiable. Ideally we would like this role to be based in either Dundee or Edinburgh, to allow for regular interaction with the teams responsible for Product Management, Business Development, Sales and Marketing.

As a member of the Product Engineering team your key responsibilities would be:

- Implement best practices in agile development, DevOps, systems thinking, systems integration, code quality, and quality assurance testing strategies for mission-critical flagship software
- Accountability for product software architecture, development, and deployment, ensuring a high performance, reliable, and scalable product
- Work with the Chief Operating Officer to set the strategy and overall plan for the people and skills of the Product Engineering team
- Lead, mentor, and champion the continued professional development of the product engineering team, driving innovation whilst maintaining central focus on execution and quality of product delivery
- Coordinate and collaborate with peers in Product Management, Services Engineering, Sales and Customer Support/Operations to ensure strong alignment of product development with business and customer goals
- Collaborate with Product Management to ensure awareness of changes in new space industry trends and standards, examining changes that may or may not impact product direction

Essential skills and experience

We see experience with the following as essential to the job:

- Previous experience with and good working knowledge of C and Java programming languages, with experience in embedded systems, real-time software, and distributed architectures
- Deep understanding of the role of architecture and systems thinking in shaping effective complex, large-scale, distributed systems with a mixture of human and machine interactions
- Deep understanding of the activities required for successful commercial product releases including version control, license management, and maintenance of packaged / off the shelf product as well as delivering to the needs of bespoke customer projects

Personal skills

We're especially looking for someone with:

- Demonstrably strong leadership, line management and mentoring experience in **agile product development for cross-functional** architecture and engineering teams
- Strong **communication skills** with direct experience sharing, building consensus, communicating, and coordinating complex and abstract technical subjects in teams with a diverse mix of skills and experience
- Experience in a customer facing environment as a representative of Product Engineering and the product vision
- **5–7 years** leading a product engineering team in a **small to medium-sized commercial software company**
- Adaptability, with the ability to thrive in a fast-paced, customer-driven environment
- The desire to make a strong contribution to the business, financially but also in terms of team culture and values. You enjoy making an impact and shaping how the business operates
- A curious mindset, with an interest in learning new skills and exploring new ways of working

Desirable skills and experience

We think that the following skills would definitely be valuable in this role:

- Knowledge of **satellite systems, aerospace, or other mission-critical environments** is a plus, but not essential
- Experience with presenting to internal and external audiences

What we can offer you

- A competitive salary in the range of £70-80k depending on experience, with regular reviews
- A fantastic opportunity to join a growing, innovative, employee-centred business pushing boundaries in the space industry
- Flexible hours and hybrid working, enabling you to create your ideal work life balance
- 36 days paid holiday per annum
- 6% employer pension contribution
- Enhanced Company Sick Pay and Long-Term Sickness cover
- Death in Service payment
- As a member of the Bright Ascension team, you would have a stake in the business through our Employee Benefit Trust which owns 13% of our business

- Enhanced maternity, paternity and adoption pay
- Opportunities for international travel for exhibitions and trade shows
- Investment in you and your skill development and the opportunity to attend relevant events and conferences to aid career / skill development
- Company events and regular activities for social engagement and team building
- An open, supportive, inclusive environment where you can explore your ideas and make a big difference to the product and business

To apply please send your CV along with a Cover Letter to careers@brightascension.com

All applicants should have the right to work in the UK.

Read more: **www.brightascension.com**