

Job Title Electro-Optics Team Leader
Department Electro-Optics Team
Reporting to Programmes Executive

Background

Instro Precision Limited has developed and patented a range of electro-optical technologies for rangefinding, intruder detection and collision warning. Following the successful launch of its first laser rangefinder and the award of both a UK Government Development grant and a significant European Union FP07 Project the company is creating a new, dedicated electro-optics team within the engineering department to capitalise on these opportunities.

Purpose

The purpose of this new role is to:

- motivate, manage and drive the Electro-Optics Team to take product concepts from research through design and development and into production so as to deliver commercially successful new products, working in collaboration with other company functions including the Electronics and Mechanical Design teams and Sales & Marketing and Operations.
- become the company's technical reference regarding its range of electro-optical products and technologies, providing technical support to Sales and Marketing and Operations Functions.

Duties and Responsibilities:

The duties and responsibilities of the role are to:

- review marketing briefs and, working with the Sales & Marketing Director and Programmes Executive, define and agree project plans and associated work packages/tasks with appropriate due dates and scopes of work.
- Ensure that new product designs are suitable for use in their intended environment and fit for purpose, paying due heed to the relevant professional Standards and any other requirements as specified by the Company or the customer.
- implement product development project plans in accordance with agreed budgets, schedules, technical standards and specifications.
- work with and involve other company departments in the design process to ensure that designs are practical to manufacture and cost effective
- work with the final test department to develop and implement appropriate test processes, fixtures and procedures for electro-optical products.
- operate and manage the product development process in accordance with the company's ISO9001 procedures, including:
 - Carrying out design reviews in a timely and effective manner;
 - keeping the Programmes Executive up to date with project progress, including advising of any problems which arise which affect the Electro-Optical Team's ability to deliver the agreed plans and also putting forward solutions;
 - producing accurate design data including, but not limited to, specifications, manuals, assembly instructions, illustrations, costings, schematics, bills of materials, test procedures etc.;
 - maintaining clear records of all design work including calculations and test results, ensuring these records are saved on the computer network in line with agreed procedures;
 - ensuring that configuration control is rigorously enforced with issue status always clearly identifiable and up to date on documents, databases and the manufacturing system;
- provide technical support both within the Company and to external customers.
- participate in meetings with customers, suppliers and other departments as required.
- follow all Health and Safety requirements as laid down by statute or Company regulation and to draw the attention of the board to any potential areas of risk to health and safety.
- carry out any other related tasks as may be requested from time to time by the Programmes Executive.

Other Information

- Whilst the primary focus of this role is the management of the Electro-Optics team, it is expected that a significant amount of time on "hands on" design work will also be required.
- This role has customer facing responsibilities.
- Note that some travel may be involved with this role so flexibility is vital.

Skill/Experience	Importance
At least 5 years experience of developing products using electro-optical technologies such as laser diodes, optics, PIN and APD detectors, CCD/CMOS/thermal sensors and cameras and digital and analogue electronics from concept stage through to production.	5
At least 2 years experience of managing teams of electro-optical engineers to deliver product development projects on time and to budget.	5
Experience of generating costed project plans and technical proposals.	4
Experience of the use of modern electro-optical product design techniques and associated tools such as: <ul style="list-style-type: none"> ▪ Physical modelling and simulation (e.g. Machcad/Matlab) ▪ Optical system design (e.g. Zemax) ▪ Electronics CAD (e.g. Protel/Altium) ▪ Firmware and application software development in C/C++ ▪ Digital signal processing (DSP) 	4
Educated to post-graduate degree level in either electronics or physics with an electro-optical/photonic bias. An appropriate qualification in management would be an advantage.	4
Experience of the design of laser rangefinders or optical time of flight measurement systems	3
Experience of designing products for military use.	3
Use of Microsoft Word, Access and Microsoft Excel.	2

Terms

The core hours of work shall be from 8am to 4.30pm Monday to Thursday and from 8.00am to 4.00pm Friday with an hour for lunch. However, the person appointed shall be expected to agree to any reasonable overtime requests which may be necessary to meet business needs.

The position comes with 25 days paid holiday in addition to Bank Holidays and sick pay after a year. There is the opportunity to join the company bonus scheme and stakeholder pension. Death in service benefit is included.

We would be prepared to consider relocation expenses for the right candidate.

Salary will depend on experience.

The Area

Instro is located in Broadstairs, a picturesque seaside town in an area of Kent known as the Isle of Thanet which, compared to the rest of the South East of England, offers a high quality of life at moderate cost.

The Isle of Thanet has miles of golden sandy beaches and its mild and dry climate provides many opportunities for wind-surfing, power-boating, diving, sailing and fishing. There are restaurants for all tastes, cinemas, sports centres, several golf courses, nightclubs and museums. There are also wildlife parks with Pegwell Bay being renowned as one of the finest bird watching sites in the UK. The area is a centre for Roman history and has some of the finest Anglo-Saxon archaeology in Europe. Ramsgate has arguably the best Regency architecture outside Bath whilst Broadstairs is famous for its Dickens connection, Margate for its links with J. M. Turner. Kent still has selective schools and the Isle of Thanet has some of the most successful grammar schools in the country. There are also various further education colleges and adult education centres.

The cathedral city of Canterbury is also close to Broadstairs and its University and many tourists provide a cosmopolitan and lively atmosphere the whole year round. Canterbury also has many good restaurants,



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pubs, music venues and theatres. Canterbury and Broadstairs are surrounded by unspoilt villages and countryside with enjoyable walking and cycling (via the Sustrans network) through the "Garden of England".

France and mainland Europe are easily accessible via Dover or the Channel Tunnel. London is around 2 hours away by road or rail, a journey time which will reduce significantly as the high-speed rail link comes online. Paris is just 2¼ hours away on the Eurostar from Ashford.

Applications

CVs to personnel@instro.com in PDF or RTF format showing salary expectation.