Swydd Ddisgrifiad

Prifysgol Wrecsam
Wrexham University

Cyfadran/Adran	Canolfan Dechnoleg OpTIC, Llanelwy
Adran	Glyndwr Innovations Ltd
Teitl y Swydd	Uwch-Beiriannydd Dylunio (Arweinydd FEA)
Yn atebol i	Prif Beiriannydd
Yn gyfrifol am	Peirianneg a Dylunio
Gradd	MAN1

Prif Atebolrwydd

Mae Glyndwr Innovations Ltd* (GIL) yn is-gwmni sydd wedi'i berchnogi'n llawn gan Brifysgol Wrecsam ac mae'n arbenigo mewn dylunio, gweithgynhyrchu ac adeiladu cydrannau optegol a systemau optegol sbec uchel ac mae wedi'i leoli yn OpTIC Centre, Llanelwy. Mae GIL yn cyflenwi optegau ac offerwaith i sefydliadau ag iddynt sail wyddonol, yn bennaf yn y DU ac Ewrop, ac i'r prif gwmnïau awyrofod o fewn Ewrop.

Gan adrodd i'r Prif Beiriannydd, prif gyfrifoldebau'r Uwch-Beiriannydd Dylunio fydd cymryd rhan arweiniol yn gweithio gyda'r cwsmer masnachol i greu dealltwriaeth o'u gofynion; creu dyluniadau terfynol a chysyniadau ar gyfer dyluniadau terfynol ar gyfer systemau optegol cymhleth ar sail y gofynion hyn, gan gynnwys cynulliadau opto-fecanyddol a strwythurol; cynhyrchu dogfennaeth o gyfarfodydd adolygu i gefnogi'r dyluniad terfynol; cynhyrchu'r pecyn data gweithgynhyrchu (darluniau, BOM, cyfarwyddiadau cynnull a.y.y.b.).

Bydd deiliad y swydd yn gyfrifol am arwain gwaith ar bob lefel gyda'r Prif Beiriannydd, a byddant yn dirprwyo drostynt yn ôl y galw.

Bydd deiliad y swydd yn gyfrifol am baratoi adroddiadau ar gyfer Bwrdd GIL, goruchwylio dadansoddi risg a bydd yn cyfrannu at gynllunio strategaeth ac adnabod cyfleoedd i wella cynaliadwyedd tymor hir a thwf y ganolfan.

Byddant hefyd yn dod o gefndir optegol manwl gyda naill ai gradd israddedig a phrofiad mewn diwydiant neu brofiad helaeth mewn diwydiant systemau mecanyddol yn yr optegau manwl.

Tasgau Allweddol

Cyfathrebu

- Bydd gofyn i ddeiliad y swydd fynychu ac arwain cyfarfodydd ar gyfer y cyhoedd er mwyn sefydlu rhaglenni gwaith, gofynion y cwsmer a manylebau technegol, a, lle mae'n ofynnol, arwain ar waith technegol.
- Arwain ar gyfathrebu gyda chwsmeriaid er mwyn gwneud cwmpas y gwaith yn eglur ar brosiectau sydd wedi'u haseinio.
- Arwain gweithgareddau datrys problemau o safbwynt unrhyw broblemau technegol neu ddylunio o fewn yr ardaloedd profi gweithgynhyrchu.

Dogfennaeth

- Cynhyrchu a gwirio darluniau cynulliad/manwl yn unol â'r Safonau Peirianneg perthnasol (yn arbennig, BS 8888 ac ISO 10110).
- Arwain ar ysgrifennu adroddiadau adolygu dylunio yn unol â gweithdrefnau mewnol a gofynion cwsmeriaid.
- Dylai safon y gwaith ysgrifennu adroddiadau a chyflwyno'r gwaith yn ffurfiol fod yn addas i'w gyhoeddi i gwsmeriaid mewn sefydliadau o'r radd flaenaf.
- Arwain ar gynhyrchu gweithdrefnau ysgrifenedig a/neu ganllawiau ar gyfer comisiynu offer neu systemau newydd.
- Cadw cofnodion cywir o waith a gwblhawyd ar gyfer pob prosiect unigol, gan alluogi i'r gwaith gael ei anfonebu'n fanwl gywir.
- Paratoi adroddiadau i'r bwrdd GIL, a goruchwylio dadansoddi risg.
- Cyfrannu at gynhyrchu cyllidebau technegol a phrisio ar gyfer adroddiadau rhagweld gwerthiant

Gwneud penderfyniadau

- Arwain ar becynnau gwaith wedi'u neilltuo gan y Prif Beiriannydd, gan reoli unrhyw staff sydd wedi'u neilltuo yn ôl y gofyn.
- Arwain ar gynllunio prosiect drwy gyfrannu syniadau a chynigion dylunio.
- Gosod eich blaenoriaethau gwaith ar eich cyfer eich hun a staff a neilltuwyd yn seiliedig ar Gynllun y Prosiect.
- Cynllunio llwyth gwaith ar eich cyfer eich hun ac unrhyw staff a neilltuwyd er mwyn cwrdd â dyddiadau cau y cytunwyd arnynt ac yn unol ag amserlen gyffredinol y grŵp.
- Cyfrannu at gynllunio strategol GIL

Arloesi a Datrys Problemau

- Arwain ar ddyfeisio datrysiadau cynlluniau mecanyddol.
- Arwain ar ddod o hyd i wendidau ac argymhellion.
- Cyfrannu at ddilysu/gwirio dyluniadau drwy ddefnyddio FEA a thechnegau efelychu deinamig.
- Datblygiad proffesiynol parhaus drwy gymhwyso gwaith ymchwil sy'n ymwneud â, ond heb fod yn gyfyngedig i, ddeunyddiau a thechnegau gweithgynhyrchu fydd yn cynnal y fantais dechnolegol gystadleuol ar gyfer GIL.

Ymchwil a Datblygu

- Arwain ar brosiectau Ymchwil a Datblygu cymwysedig wedi'u neilltuo drwy ddarparu arbenigedd cynllunio mecanyddol blaengar er budd GIL.
- Lle mae'n ofynnol, arwain rhaglenni ymchwil gymhwysol cydweithredol er mwyn gwella galluoedd technegol y cwmni i ddarparu technolegau arloesol er mwyn diogelu safle cystadleuol y cwmni yn y dyfodol ac o fewn y sectorau gofod, awyr-ofod ac amddiffyn.
- Gweithio gyda'r Prif Beiriannydd a chydweithwyr y cwmni wrth ddatblygu prosiectau i

sicrhau cynaliadwyedd tymor hir a thwf y cwmni.

Rheoli Capasiti

- Rheoli cynllunio capasiti, sicrhau bod galluoedd y tîm cynllunio optegol yn alinio gyda gofynion y prosiect.
- Cydweithredu gyda Rheolwr y Rhaglen o ran neilltuo adnoddau a dosbarthu llwyth gwaith.
- Arwain ar ddarparu amcangyfrifon prosiect manwl gywir ar gyfer ymholiadau prosiect o safbwynt y gwaith peirianneg mecanyddol.

Galluoedd Technegol

- Arwain ar ddarparu datrysiadau dylunio strwythurol ac opto-fecanyddol i ofynion cwsmeriaid.
- Darparu gwiriadau dylunio opto-fecanyddol a strwythurol gan ddefnyddio dadansoddiadau elfennau penodol a thechnegau efelychu deinamig i arddangos perfformiad dylunio ac addasrwydd at y diben.
- Arwain prosiectau a neilltuwyd er mwyn darparu gweithgareddau datrys problemau, gan ddefnyddio arbenigedd medrus yn ôl yr angen.
- Adolygu a bod yn gyfrifol am yr adolygiad darlun terfynol a chymeradwyo darluniau prosiectau GIL, yn derbyn manylebau cwsmeriaid terfynol ar brosiectau a neilltuwyd.
- Arwain ar ddarparu manyleb a chaffael offer cyfalaf ar gyfer GIL lle mae'n angenrheidiol.
- Arwain wrth ddefnyddio offer mesureg uwch ar gyfer archwilio a gwirio rhannau gwneuthuredig.
- Cefnogi'r genhedlaeth nesaf o Beirianwyr Dylunio (graddedigion, israddedigion, prentisiaid, myfyrwyr lleoliad gwaith, a.y.y.b.) drwy hyfforddiant yn y swydd a datblygiad proffesiynol parhaus.

Iechyd a Diogelwch

- Disgwylir i'r ymgeisydd llwyddiannus weithio mewn amgylchedd labordy gydag offer bregus ac o werth uchel ac arteffactau a weithgynhyrchwyd. Ymddwyn mewn modd proffesiynol a diogel bob amser.
- Ymddwyn mewn modd sy'n cefnogi Polisi Iechyd, Diogelwch a'r Amgylchedd y Brifysgol.
- Deall a chreu Asesiadau Risg yn unol â'r prosesau a ddatblygir.

Cysylltiadau allanol

- Meithrin a chynnal cysylltiadau gyda phrif randdeiliaid o fewn y diwydiant, gan wella gweledded ac enw da'r ganolfan ym maes peirianneg optegol.

Nodweddion Arbennig

Mae'n bosib y bydd disgwyl i ddeiliad y swydd deithio'n achlysurol, yn genedlaethol ac yn rhyngwladol ar gyfer anghenion busnes. Bydd hyn yn cynnwys ymweliadau â chyfleusterau cwsmer ar gyfer cynnig cefnogaeth dechnegol a rheoli cysylltiadau, ymweliadau gyda chyflenwyr, digwyddiadau gwerthu a marchnata mawr, a chynadleddau.

Dyletswyddau Cyffredinol

Byddwch yn sicrhau bod systemau a gweithdrefnau rheoli priodol ar waith er mwyn bodloni'ch dyletswyddau a'ch cyfrifoldebau iechyd a diogelwch a geir ym mholisi iechyd a diogelwch y Brifysgol. Yn benodol, byddwch yn sicrhau bod asesiadau risg priodol yn cael eu cynnal mewn

perthynas â pheryglon sylweddol ac yr ymgymerir ag arolygon diogelwch o leiaf unwaith y flwyddyn ym mhob gweithle dan eich rheolaeth chi.

Cyfrifoldeb y gweithwyr yw ymgorffori Polisi Cyfle Cyfartal y Brifysgol o fewn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae gan yr holl staff gyfrifoldeb am hyrwyddo gofal cwsmer o ansawdd yn eu meysydd cyfrifoldeb eu hunain.

Mae'n rhaid i staff fod yn ymwybodol o ymrwymiad y Brifysgol i Gynaliadwyedd.

Rhaid i bob aelod o staff hyrwyddo ymddygiad iach ac iechyd meddwl a llesiant cadarnhaol.

Disgwylir i ddeiliad y swydd gydymffurfio â'r broses Adolygu Datblygiad Proffesiynol, gan gymryd rhan wrth osod amcanion er mwyn cynorthwyo gyda'r gwaith o fonitro perfformiad a datblygiad yr unigolyn.

Byddwch yn asesu anghenion hyfforddiant a datblygiad pob aelod o staff dan eich rheolaeth i sicrhau eu bod yn cael eu cefnogi'n ddigonol mewn perthynas â'u cyfrifoldebau yn y gwaith.

Dyletswyddau perthnasol eraill sy'n gymesur â gradd y swydd, a all gael eu neilltuo gan y Rheolwr, mewn cytundeb â deiliad y swydd. Ni ddylid gwrthod cytundeb o'r fath yn afresymol.

Mae'r cyfrifoldebau allweddol sydd wedi'u cynnwys yn y swydd ddisgrifiad hwn yn rhai nodweddiadol; nid ydynt yn gynhwysfawr. Gellir addasu dyletswyddau a chyfrifoldebau mewn trafodaeth â deiliad y swydd.

Disgwylir i'r holl ddeiliaid swydd yn y Gyfarwyddiaeth allu cynnig cymorth ar draws pob maes, y tu hwnt i'w tîm uniongyrchol, ar gais y Cyfarwyddwr ac yn gymesur â'u sgiliau, eu gwybodaeth a'u profiad.

Adolygu

Mae hwn yn ddisgrifiad o'r swydd adeg ei chyhoeddi. Mae'n arfer gan y Brifysgol o bryd i'w gilydd i adolygu a diweddaru disgrifiadau swydd, er mwyn sicrhau eu bod yn adlewyrchu natur gyfredol y swydd a gofynion y Brifysgol yn gywir, ac i ymgorffori unrhyw newidiadau rhesymol pan fo angen, mewn ymgynghoriad â deiliad y swydd.

Manyleb Person

Prifysgol Wrecsam
Wrexham University

Teitl y Swydd: Uwch-Beiriannydd Dylunio

Er mwyn cael eich rhoi ar y rhestr fer, mae'n rhaid i chi ddangos eich bod yn diwallu pob un o'r meini prawf hanfodol a hynny o'r meini prawf dymunol ag sy'n bosibl. Pan fydd gennym nifer fawr o geisiadau sy'n diwallu'r holl feini prawf hanfodol, byddwn wedyn yn llunio'r rhestr fer gan ddefnyddio'r meini prawf dymunol.

Meini Prawf Dethol					
Priodoleddau		**Eitem**	**Meini Prawf Perthnasol**	**Dull Adnabod**	**Pwysigrwydd**
1	Sgiliau a Galluoedd	1.1	Lefel dda o sgiliau TG (Microsoft Office, Project, CAD a.y.y.b.).	Ff, C	H
		1.2	Dylunio peirianneg o fewn amgylchedd peirianneg optegol arbenigol.	Ff, C	H
		1.3	Dadansoddiad elfennau penodol strwythurau.	Ff, C	H
		1.4	Sgiliau cyfathrebu rhagorol yn ysgrifenedig ac ar lafar yn cynnwys sgiliau cyflwyno ac ysgrifennu adroddiadau manwl a chryno.	Ff, C	H
		1.5	Dadansoddiad elfennau penodol llif gwres.	Ff, C	D
		1.6	Amcangyfrif cost.	Ff, C	H
		1.7	Llif gwaith a chynllunio prosiect.	Ff, C	H
2	Gwybodaeth Gyffredinol ac Arbenigol	2.1	Drafftio profiad gan ddefnyddio safonau diwydiant BS 8888 (gan gynnwys GD&T), ISO 10110, etc.	Ff, C	H
		2.2	Dilysu dyluniadau / gwirio strwythurau gan ddefnyddio FEA.	Ff, C	H
		2.3	Technegau efelychu deinamig gan ddefnyddio FEA.	Ff, C	H

3	Addysg a Hyfforddiant	3.1	Myfyriwr graddedig â gradd neu lefel uwch mewn disgyblaeth peirianneg fecanyddol.	Ff, C, Rh	H
		3.2	Bydd yr ymgeisydd llwyddiannus yn Siartredig.	Ff,C,T	D
4	Profiad Perthnasol	4.1	Profiad dylunio peirianneg o fewn amgylchedd peirianneg optegol arbenigol.	Ff, C	H
		4.2	Cynhyrchu ariannol a phrisio deunyddiau.	Ff, C	H
		4.3	Profiad o ddilysu / gwirio dylunio drwy FEA a thechnegau efelychu deinamig.	Ff, C	H
		4.4	Profiad dylunio yn defnyddio safon diwydiant (Inventor, Solidworks,etc.) Pecyn CAD	Ff, C	H
		4.5	Profiad o weithio mewn tîm Peirianneg aml-ddisgyblaeth.	Ff, C	H
		4.6	Profiad ymarferol peirianneg neu fecanyddol o fewn amgylchedd masnachol (peirianneg opto-fecanyddol yn ddelfrydol).	Ff, C	H
5	Gofynion Arbennig	5.1	Y gallu i deithio (y tu allan i'r DU o bosib) i fynychu cyfarfodydd adolygu ar safleoedd y cwsmeriaid.	Ff, C	H
		5.2	Parhau â datblygiad proffesiynol a fydd yn gwella galluoedd y tîm.	Ff, C	H
		5.3	Y gallu i gyfathrebu drwy gyfrwng y Gymraeg.	Ff, C	D
Dyddiad Adolygu			Rhagfyr 2024		

Allwedd	**Dull Adnabod**	**Ff**	Ffurflen Gais
		C	Cyfweliad
		P	Prawf
		T	Copi o Dystysgrifau
		Rh	Rhoi Cyflwyniad
		G	Asesiad Grŵp
	Pwysigrwydd	**H**	Hanfodol
		D	Dymunol

Job Description

Prifysgol Wrecsam
Wrexham University

Faculty/Department	OpTIC Technology Centre, St Asaph
Section	Glyndwr Innovations Ltd
Job Title	Senior Design Engineer (FEA Lead)
Reports to	Principal Engineer
Responsible for	Engineering & Design
Grade	MAN1

Principal Accountabilities

Glyndwr Innovations Ltd (GIL) is a wholly owned subsidiary of Wrexham University and specialises in the design, manufacture and build of high-end optical components and optical systems and is based at the OpTIC Centre at St Asaph. GIL supplies optics and instrumentation to science-based organisations, mostly in the UK and Europe, and to the major aerospace companies within Europe.

Reporting to the Principal Engineer, the key responsibilities of the Senior Design Engineer will be to take a lead role in working with the commercial customer to create an understanding of their requirements; to create concept and final designs for complex optical systems based on these requirements, including opto-mechanical and structural assemblies; to generate review meeting documentation to support the final design; to produce the manufacturing data pack (drawings, BOM, assembly instructions, etc).

The post holder will be responsible for leading work at all levels with the Principal Engineer, for whom they will deputise as required.

The post holder will be accountable for preparing reports to the GIL board, overseeing risk analysis and will contribute to GIL strategy planning and identification of opportunities to enhance the long-term sustainability and growth of the centre.

They will also be from an experienced precisions optics background with either and undergraduate degree and industrial experience or extensive industry experience of mechanical systems in the precision optics industry.

Key Tasks

Communication

- The post holder will be required to attend and lead customer facing meetings to establish work programmes, customer requirements and technical specifications, and where required, take the technical lead.
- Take the lead in communications with customers to clarify the scope of work on assigned projects.
- Take the lead in problem-solving activities with regards to any technical or design issues within the manufacturing test areas.

Documentation

- Be responsible for the production of assembly/detailed design drawings in line with relevant Engineering Standards (in particular BS.8888 & ISO.10110).
- Lead on writing design review reports in accordance with internal procedures and customer requirements.
- Report writing and formal presentation of work must be of a standard suitable for issue to customers in Blue Chip organisations.
- Lead on producing written procedures and/or guidelines for commissioning new equipment or systems.
- Keep accurate timesheet records of work completed for each individual project, enabling accurate invoicing of work.
- Prepare reports to the GIL board, overseeing risk analysis.
- Contribute to production of technical budgets and costings for forecast sales reports

Decision-making

- Take the lead on work packages assigned by the Principal Engineer, managing any assigned staff as required.
- Take the lead on project planning through the contribution of design ideas and proposals.
- Set own work priorities for themselves and assigned staff based on the Project Plan.
- Plan workloads for themselves and any assigned staff to meet greed deadlines and in accordance with the group's overall schedules.
- Contribute to GIL strategy planning.

Initiative and Problem Solving

- Take the lead on devising mechanical design solutions.
- Take the lead of fault-finding and recommendations.
- Take the lead of validation/verification of designs using FEA and dynamic simulation techniques
- Continual professional development through applied research concerned with, but not limited to materials and manufacturing techniques that will maintain the technological competitive advantage for GIL.

Research and Development

- Lead on assigned, applied R&D projects by delivering cutting-edge mechanical design expertise for the benefits of GIL.
- Where required, lead collaborative applied research programmes to enhance the

company's technical capabilities to deliver innovative technologies to future-proof the company's competitive position within the respective sectors of space, aerospace and defence.
- Work with the Principal Engineer and company colleagues in the development of projects to ensure the long terms sustainability and growth of the company.

Capacity Management
- Manage capacity planning, ensuring the mechanical design team's capabilities are aligned with project demands.
- Collaborate with the Programme Manager of resource allocation and workload distribution.
- Take the lead on providing accurate project estimates for project enquiries in respect of the mechanical engineering work.

Technical Abilities
- Take the lead on providing structural and opto-mechanical design solutions to customer requirements.
- Take the lead of the provision of structural and opto-mechanical design verification using finite elements analysis and dynamic simulation techniques to demonstrate design performance and fitness for purpose.
- Take the lead on assigned projects to provide design problem solving activities, using specialist expertise as and when required.
- Review and be responsible for final drawing review and sign-off of GIL project drawings against final customer specifications on assigned projects.
- Lead on providing the specification and procurement of capital equipment for GIL where necessary.
- Take the lead in the use of advanced metrology equipment for inspection and verification of fabricated parts.
- Take the lead in supporting the next generation of Design Engineers (graduates, undergraduates, apprentices, work placement students, etc.) through on-the-job training and continual professional development.

Health and Safety
- To work in a laboratory environment with delicate and high value equipment and manufactured artefacts. To act in a professional and safe manner at all times.
- Act in support of the University's Health, Safety and Environment Policy.
- Understand and write Risk Assessments in line with processes developed.

External Relations
- Foster and maintain relationships with key industry stakeholder and proactively developing new relationships, enhancing the centre's visibility, reputation and opportunities in the optical engineering field.

Special Features

The post holder may be required to travel occasionally, both nationally and internationally for business needs. This will include visits to customer facilities for technical support and relationship management, supplier visits, major sales and marketing events, conferences and other professional networking events.

General Duties

You will ensure that appropriate management systems and procedures are in place to meet your health and safety duties and responsibilities contained within the University's health and safety policy. In particular you will ensure that appropriate risk assessments are carried out in respect of significant hazards and that safety inspections are undertaken on at least an annual cycle in each workplace under your control.

It is the responsibility of employees to apply the University's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

All staff have a responsibility for promoting high levels of customer care within their own areas of responsibility.

Staff must be aware of the University's commitment to Sustainability.

All staff must promote healthy behaviour and positive mental health and wellbeing

Post holders are expected to co-operate with the Professional Development Review (PDR) process, engaging in the setting of objectives in order to assist in the monitoring of performance and the development of the individual.

You will assess the training and development needs of each member of staff under your control to ensure they are adequately supported in relation to their work responsibilities.

Such other relevant duties commensurate with the grade of the post as may be assigned by the Manager in agreement with the post holder. Such agreement should not be unreasonably withheld.

The key responsibilities contained in this job description are indicative not exhaustive. Duties and responsibilities may be altered in discussion with the post holder.

All post-holders within the Directorate are expected to be able to provide support across all areas, beyond their immediate team, as requested by the Director and commensurate with their skills, knowledge and experience.

Review

This is a description of the job at the time of issue. It is the University's practice periodically to review and update job descriptions to ensure that they accurately reflect the current nature of the job and requirements of the University and to incorporate reasonable changes where required, in consultation with the job holder.

Person Specification

Prifysgol Wrecsam
Wrexham University

Job Title: **Senior Design Engineer**

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have a large number of applications that meet all of the essential criteria, we will then use the desirable criteria to produce the shortlist.

Selection Criteria

Attributes		Item	Relevant Criteria	Identification Method	Rank
1	Skills & Abilities	1.1	Good working level of IT skills (Microsoft Office, Project, CAD etc.).	A,I	E
		1.2	Engineering design within a specialist optical engineering environment.	A,I	E
		1.3	Finite element analysis of structures.	A,I	E
		1.4	Excellent written and verbal communication skills, including consise and detailed report writing and presentation skills.	A,I	E
		1.5	Finite element analysis of heat flows.	A,I	D
		1.6	Cost estimation.	A,I	E
		1.7	Work flow and project planning.	A,I	E
2	General & Specialist Knowledge	2.1	Drafting experience using industry standards BS 8888 (including GD&T), ISO 10110, etc.	A,I	E
		2.2	Design validation / verification of structures using FEA.	A,I	E
		2.3	Dynamic simulation techniques using FEA.	A,I	E
3	Education & Training	3.1	Degree qualified graduate or higher in a mechanical engineering discipline.	A, I, C	E
		3.2	The successful applicant will be Chartered.	A,I,C	D
4	Relevant Experience	4.1	Engineering design experience within a specialist optical engineering environment.	A,I	E
		4.2	Production of financial and materials costing.	A,I	E

		4.3	Experience in design validation / verification using FEA and dynamic simulation techniques.	A,I	E
		4.4	Design experience using an industry standard (Inventor, Solidworks, etc.) CAD package	A,I	E
		4.5	Experience of working within a multi-disciplinary Engineering team.	A,I	E
		4.6	Significant practical engineering or mechanical experience within a commercial environment (preferably opto-mechanical engineering).	A,I	E
5	Special Requirements	5.1	The ability to travel (possibly outside the UK) to attend review meetings at the customer's premises.	A,I	E
		5.2	Continuing professional development that will improve the team's capabilities.	A,I	E
		5.3	The ability to communicate in the medium of Welsh.	A,I	D
Date of Revision			December 2024		

Key	**Identification Method**	**A**	Application Form
		I	Interview
		T	Test
		C	Copy of Certificates
		P	Presentation
		G	Group Assessment
	Rank	**E**	Essential
		D	Desirable