

Swydd Ddisgrifiad

Prifysgol Wreccsam Wrexham University



Cyfadrn/Adran	Glyndwr Innovations Ltd
Adran	
Teitl y Swydd	Prif Swyddog Peirianeg
Yn atebol i	Deon Cyfadrn y Celfyddydau, Cyfrifiaduron a Pheirianeg
Gradd	Graddfa Cyflog Uwch Lefel 3

Prif Atebolrwydd

Darparu arweinyddiaeth a rheolaeth dechnegol, busnes a masnachol ar gyfer Glyndwr Innovation Ltd.

Yn benodol, ymgymryd ag arweinyddiaeth strategol mewn cysylltiad â Glyndwr Innovation Ltd (GIL), is-gwmni masnachol y mae Prifysgol Wreccsam yn berchen arno yn ei gyfanrwydd, gan gefnogi Deon y Gyfadrn i gyflawni amcanion strategol perthnasol a gweithio ar y cyd o fewn Cyfadrn GIL a phartneriaethau a chwsmeriaid allanol i sicrhau dull cydlynol o gyflawni cenhadaeth GIL, sy'n cyd-fynd â Gweledigaeth Strategol y Brifysgol 2030.

“Bod yn sefydliad medrus, blaenllaw yn fyd-eang, sy'n ennill edmygedd a pharch am ei hethos cynhyrchu ac ymchwil, gan aros yn broffidiol ar yr un pryd.”

Tasgau Allweddol

Arweinyddiaeth Strategol a Thechnegol

- Darparu arweinyddiaeth strategol ar gyfer gweithgareddau'r cwmni ym maes peirianeg, ymchwil, menter ac arloesedd, gan sicrhau cyfuniad â blaenoriaethau strategol yr agenda cenedlaethol, Glyndwr Innovations Ltd a'r Brifysgol.
- Arweinyddiaeth strategol GIL o ran cyflawni gweithrediadau technegol, ymchwil cymhwysol, prosiectau masnachol i sicrhau'r safonau uchaf o ran ansawdd, diogelwch a pherfformiad, o fewn cyllideb ac mewn modd proffidiol.
- Arwain datblygiad a strategaethau masnacheiddio busnes yn strategol i wella proffidioldeb, llif arian a chynaliadwyedd y cwmni yn yr hirdymor.

- Datblygu a gweithredu Strategaeth Ymchwil, Menter ac Arloesedd y cwmni yn unol ag ymchwil ac amcanion menter y Gyfadran a'r Brifysgol.
- Fel arweinydd strategol, cynrychioli Glyndwr Innovations Ltd ar bwyllgorau mewnol ac allanol, gweithgorau a phartneriaethau diwydiant i hyrwyddo cydweithrediad, menter ac arloesedd.
- Arwain a chyflawni amcanion strategol perthnasol yn unol â chenhadaeth GIL a Gweledigaeth Strategol y Brifysgol, gan weithio ar y cyd â phartneriaid allweddol, cyflenwyr a chwsmeriaid ac ar draws y Brifysgol i sicrhau dull cydlynol o gyflawni'r amcanion hynny *“sefydliad medrus, blaenllaw yn fyd-eang sy'n ennill edmygedd a bri”*.

Ymchwil, Arloesedd a Menter

- Arwain a meithrin diwylliant o ymchwil cynhwysol, menter ac arloesedd sy'n cyflawni gwerth masnachol, edmygedd, bri a dylanwad cymdeithasol yn rhyngwladol a chenedlaethol.
- Adnabod, datblygu a sicrhau cyfleoedd ar gyfer prosiectau cydweithredol, contractau ac ymchwil sy'n cael ei ariannu gan grant gyda'r diwydiant, llywodraeth a phartneriaid academaidd.
- Arwain y trosolwg o'r datblygiad a chyflawniad prosiectau peirianeg masnachol a gwasanaethau ymgynghori, gan sicrhau boddhad a phroffidoldeb i gleientiaid.
- Arwain a rheoli timau sy'n darparu ymchwil, datblygiad technegol a phrosiectau menter yn strategol; sicrhau defnydd effeithiol o adnoddau; canlyniadau o safon uchel; cost effeithiol; lliniaru risg; a chyflawni canlyniadau'n brydlon.
- Cynnal trosolwg o'r holl weithgareddau datblygu ac ymchwil yn strategol, gan sicrhau cydymffurfiaeth â safonau ansawdd, peirianeg ISO, cyfreithiol a moesegol.
- Cyfrannu'n strategol ar genhadaeth ddinesig ac arloesedd y Brifysgol drwy drosglwyddo gwybodaeth, allgynnyrch ac ymgysylltiad â'r cyhoedd.

Datblygiad Masnachol a Busnes

- Trwy arweinyddiaeth strategol, ysgogi twf busnes drwy bartneriaethau mewnol ac allanol strategol, datblygiad newydd yn y farchnad ac amrywiaethu llifioedd refeniw.
- Arwain y tîm GIL yn strategol o ran ecsbloetiaeth masnachol eiddo deallusol, prototeipiau a datrysiadau peirianeg a ddatblygir o fewn Glyndwr Innovations Ltd.
- Arwain y broses o baratoi cynlluniau strategol, cynigion buddsoddi ac achosion busnes yn strategol i sicrhau cyllid ar gyfer ymchwil ac arloesedd a mentrau masnachol.
- Monitro perfformiad y tîm GIL yn erbyn Dangosyddion Perfformiad Allweddol busnes a gweithrediad GIL, yn erbyn targedau ariannol a gweithredol, gan sicrhau gwerth am arian a rheoli risg ar draws pob rhan o fusnes.

Arwain a Datblygu Pobl

- Arwain a datblygu GIL i fod yn dîm sy'n perfformio'n dda ym mhob elfen o fusnes; Mesuriaeth; Dylunio; Peirianeg; Cynhyrchu a gweithgareddau Busnes.
- Trwy arweinyddiaeth strategol, cefnogi datblygiad proffesiynol staff i feithrin galluedd arloesedd, ymchwil a darpariaeth fasnachol.
- Gosod amcanion perfformiad clir, monitro canlyniadau a rhoi adborth rheolaidd, mentoriaeth a chynllunio olyniaeth i'r tîm GIL, gan sicrhau twf cynaliadwy GIL i fod yn sefydliad medrus, blaenllaw yn fyd-eang sy'n ennill edmygedd a pharch am ei ethos cynhyrchu ac ymchwil, gan barhau i fod yn broffidiol ar yr un pryd.
- Monitro ac arwain adolygiad cyfoedion staff Ymchwil Personol, cynlluniau gwaith a menter (mewn cysylltiad â'r PDR).
- Arwain a chefnogi datblygiad staff yn strategol o ran darparu ymchwil a chynhyrchu incwm masnachol proffidiol.
- Arwain y broses o feithrin diwylliant cydweithredol sy'n gwerthfawrogi creadigrwydd, uniondeb a rhagoriaeth ym mhob elfen ar ymarfer ac ymchwil peirianeg fasnachol ar draws GIL, y Brifysgol ac yn allanol.

Cydweithrediad y Brifysgol a'r Gyfadran

- Arwain y broses o gryfhau cysylltiadau rhwng Glyndwr Innovations Ltd ac adrannau academiaidd y Brifysgol yn strategol i gefnogi ymchwil, menter a mentrau addysgu ar y cyd.
- Arwain datblygiad ymchwil ôl-raddedig a chyfleoedd datblygu'n strategol, yn unol â blaenoriaethau peirianeg y cwmni.
- Ymgysylltu'n strategol â swyddfeydd menter ac ymchwil y Brifysgol i sicrhau integreiddiad effeithiol o ran gwybodaeth, arloesedd a rheolaeth o eiddo deallusol.

Nodweddion Arbennig

Mae hon yn swydd arweinyddiaeth uwch o fewn is-gwmni masnachol y Brifysgol, sy'n gofyn am drosolwg strategol a gweithredol o dimau aml-ddisgyblaethol.

Bydd deiliad y swydd yn chwarae rhan allweddol yn y broses o gysylltu ymchwil academiaidd â chymhwysedd diwydiannol a thwf menter.

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 ymgwymerir ag arolygon diogelwch o leiaf unwaith y flwyddyn ym mhob gweithle dan eich rheolaeth chi.

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

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

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 ddeiliaid swydd gydweithredu â'r broses Adolygu Datblygiad Proffesiynol, gan gymryd rhan wrth osod amcanion er mwyn helpu i fonitro perfformiad a datblygu'r unigolyn.

Byddwch yn asesu anghenion hyfforddiant a datblygiad pob aelod o staff dan eich rheolaeth i sicrhau eu bod yn cael eu cynorthwyo'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 bob deiliad swydd o fewn y Gyfarwyddiaeth allu darparu cefnogaeth ar draws pob maes, y tu hwnt i'w tîm uniongyrchol, fel sy'n ofynnol gan eu rheolwr llinell 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 diweddarau disgrifiadau swydd er mwyn sicrhau eu bod yn adlewyrchu natur gyfredol y swydd a gofynion y Brifysgol yn gywir, ac i ymgorffori newidiadau rhesymol pan fo angen, mewn ymgynghoriad â deiliad y swydd.

Teitl y Swydd: **Prif Swyddog Peirianeg**

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	Sgiliau arwain a rheoli masnachol amlwg ar lefel uwch o fewn amgylcheddau peirianeg optofecanyddol, arloesedd a menter, gyda'r gallu i ddatblygu, cymell a chyfarwyddo timau aml-ddisgyblaethol.	Ff/C	H
		1.2	Gallu amlwg i arwain yn strategol yn natblygiad a gweithrediad strategaethau busnes a pheirianeg sy'n ysgogi twf masnachol, arloesedd technegol a rhagoriaeth weithredol.	Ff/C	H
		1.3	Gweithiwr proffesiynol hynod brofiadol mewn maes Opto-Fecanyddol neu Ddylunio Systemau neu arweinyddiaeth Peirianeg Fasnachol strategol, gan arddangos profiad amlwg o arwain a darparu datrysiadau peirianeg cymhleth, gwerth uchel i gwsmeriaid masnachol ac ymchwil.	Ff/C	H
		1.4	Tystiolaeth dda o sgiliau dadansoddi, datrys problemau a gwneud penderfyniadau rhagorol a ddefnyddir mewn arweinyddiaeth a rheolaeth strategol o elfennau technegol, busnes a risgiau cysylltiedig mewn amgylchedd masnachol lle mae llawer yn y fantol.	Ff/C	H

		1.5	Arweinyddiaeth a rheolaeth strategol ragorol o gysylltiadau mewnol ac allanol drwy sgiliau cyfathrebu rhagorol a chynrychioli sefydliad(au) ar lefel uwch gyda phartïon mewnol ac allanol; cleientiaid, cyflenwyr, partneriaid ac asiantaethau llywodraeth.	Ff/C	H
		1.6	Gallu i arwain yn strategol yn y broses o adnabod ac ecsbloetio cyfleoedd ar gyfer busnes a sefydliad(au); arloesedd, cynhyrchu IP a throsglwyddo gwybodaeth o fewn amgylcheddau masnachol ac academiaidd.	Ff/C	H
		1.7	Arweinyddiaeth strategol amlwg o ran crafter ariannol cylch bywyd prosiect a busnes, gan sicrhau rhediad esmwyth prosesau costau busnes, rheoli cyllideb a darpariaeth rhaglenni masnachol.	Ff/C	H
2	Gwybodaeth Gyffredinol ac Arbenigol	2.1	Gwybodaeth gynhwysfawr am ddyluniadau peirianeg uwch, integreiddiad systemau ac arferion ymchwil cymhwysol o fewn cydestun masnachol a/neu amddiffynnol.	Ff/C	H
		2.2	Dealltwriaeth fanwl o safonau peirianeg, fframweithiau cydymffurfiaeth a phrosesau sicrwydd ansawdd, gan gynnwys MOD neu safonau diwydiant cyfwerth.	Ff/C	H
		2.3	Profiad o arweinyddiaeth strategol yn y broses o weithredu pob rhan o fusnes, cyfnewid gwybodaeth, trosglwyddo technoleg a masnacheiddio ymchwil ac eiddo deallusol.	Ff/C	H
		2.4	Dealltwriaeth o'r tueddiadau diweddaraf ym meysydd peirianeg, polisi arloesedd a chyllid Ymchwil a Datblygu, yn genedlaethol ac yn rhyngwladol.	Ff/C	H
		2.5	Addas ar gyfer cliriad diogelwch a chyflenwr MOD pan fo hynny'n ofynnol.	Ff/C	H

3	Addysg a Hyfforddiant	3.1	Cymwys hyd at lefel gradd neu uwch mewn disgyblaeth peirianeg fecanyddol.	Ff/C/T	H
		3.2	Statws Peiriannwr Siartredig (CEng) neu gydnabyddiaeth broffesiynol gyfwerth (e.e Cymrawd o sefydliad peirianeg perthnasol).	Ff/C/T	H
		3.3	Tystiolaeth o ddatblygiad proffesiynol parhaus a hyfforddiant uwch reolwyr perthnasol i arweinyddiaeth a menter ym maes peirianeg.	Ff/C/T	D
4	Profiad Perthnasol	4.1	Profiad sylweddol o arweinyddiaeth strategol ym maes peirianeg, Ymchwil a Datblygu neu fentrau technegol, yn ddelfrydol ar lefel uwch reolwr neu aelod bwrdd.	Ff/C	H
		4.2	Profiad o lwyddiant wrth arwain yn strategol, gan reoli prosiectau peirianeg cymhleth, aml-ddisgyblaethol o'r cysyniad hyd at gyflawniad, gan gynnwys cymwysiadau masnachol a MOD.	Ff/C	H
		4.3	Profiad o arweinyddiaeth strategol, cynllunio busnes, rheoli portffolio prosiect a chyflawni targedau perfformiad ariannol ar draws sefydliadau; mewnol ac allanol.	Ff/C	H
		4.4	Profiad o arwain datblygiad partneriaethau a chydweithrediadau strategol yn fewnol ac yn allanol ar draws y byd academiaidd, y diwydiant a sectorau'r llywodraeth.	Ff/C	H
		4.5	Tystiolaeth o arwain datblygiad arloesedd yn strategol drwy allgynnyrch, trwyddedu, datblygu technoleg gydweithredol neu brofiad o arweinyddiaeth fasnachol.	Ff/C	H
		4.6	Profiad o arweinyddiaeth strategol, goruchwyllo a mentora peirianwyr, cynhyrchu, busnes, ymchwilwyr a staff proffesiynol i gyflawni amcanion sefydliadol.	Ff/C	H
		4.7	Profiad o arwain modelau prisio cywir yn strategol ar gyfer prosiectau cymhleth.	Ff/C	H

5	Gofynion Arbennig	5.1	Gallu a pharodrwydd i deithio yn y DU, a thramor yn achlysurol, i gefnogi prosiectau, partneriaethau ac ymgysylltiad cwsmeriaid.	Ff/C	H
		5.2	Ymrwymiad i gydraddoldeb, amrywiaeth, cynaliadwyedd ac egwyddorion diogelwch ym mhob rhan o'r gwaith	Ff/C	H
		5.3	Gallu i gyfathrebu drwy gyfrwng y Gymraeg (neu barodrwydd i ddatblygu).	Ff/C	D
Dyddiad Adolygu			Hydref 2025		

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 Wreccsam Wrexham University

Our Values.

Excellence.

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Our Values.

Inclusion.

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Our Values.

Collaboration.

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Our Values.

Transformation.

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Our Values.

Sustainability.

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Faculty/Department	Glyndwr Innovations Ltd
Section	
Job Title	Chief Engineering Officer
Reports to	Dean of Faculty of Arts, Computing and Engineering
Grade	Senior Salary Scale Level 3

Principal Accountabilities

To provide engineering technical, business and commercial leadership and management of Glyndwr Innovation Ltd.

Specifically, to undertake strategic leadership in relation to Glyndwr Innovation Ltd (GIL) a wholly owned commercial subsidiary of Wrexham University, supporting the Faculty Dean in delivering relevant strategic objectives and working collaboratively within GIL Faculty and external partnerships and customers to ensure a coherent approach to achieving GIL mission aligned to the University Strategic Vision 2030.

“To be a world-leading, skilled organization that earns admiration and respect for its production and research ethos, while remaining profitable.”

Key Tasks

Strategic and Technical Leadership

- Provide overall strategic leadership for the company's activities in engineering, research, enterprise and innovation, ensuring alignment with strategic priorities of national agenda, Glyndwr Innovations Ltd and the University.
- Strategic leadership of GIL in delivering technical operations, applied research, commercial projects to ensure the highest standards of quality, safety, and performance, within budget and profitable.
- Strategically lead business development and commercialisation strategies to enhance profitability, cash flow and long-term sustainability of the company.

- Strategically develop and implement the company's Research, Enterprise and Innovation Strategy in alignment with the Faculty and University's research and enterprise objectives.
- As strategic lead represent Glyndwr Innovations Ltd on internal and external committees, working groups, and industry partnerships to promote collaboration, enterprise and innovation.
- Strategically lead and deliver relevant strategic objectives align to GIL mission and University Strategic Vision, working collaboratively across the University and external partners, suppliers and customers to ensure a coherent approach to achieving those objectives *"world leading skilled organisation that earns admiration and kudos"*.

Research, Innovation, and Enterprise

- Strategically lead and foster a culture of applied research, enterprise and innovation that delivers University commercial value, international and national admiration, kudos and societal impact.
- Identify, develop, and secure opportunities for collaborative projects, contracts, and grant-funded research with industry, government, and academic partners.
- Strategically lead the oversight of the development and delivery of commercial engineering projects and consultancy services, ensuring client satisfaction and profitability.
- Strategically lead and manage teams delivering research, technical development, and enterprise projects; ensure effective use of resources; high quality outputs; cost effective; mitigate risk; and timely delivery of outputs.
- Strategically maintain oversight of all research and development activities, ensuring compliance with ethical, legal, ISO engineering and quality standards.
- Strategically contribute to the University's civic and innovation mission through knowledge transfer, spin-outs, and public engagement.

Business and Commercial Development

- Through strategic leadership drive business growth through strategic internal and external partnerships, new market development, and diversification of revenue streams.
- Strategically lead the GIL team in commercial exploitation of intellectual property, prototypes, and engineering solutions developed within Glyndwr Innovations Ltd.
- Strategically lead the preparation of business cases, investment proposals, and strategic plans to secure funding for research and innovation and commercial initiatives.
- Monitor performance of the GIL team against business KPIs, and GIL operation against financial and operational targets, ensuring value for money and risk management across all business areas.

People Leadership and Development

- Strategically lead and develop GIL to be a high-performing team in all business aspects; Metrology; Design; Engineering; Production; and Business activities.
- Through strategic leadership support the professional development of staff to build capacity in innovation, research, and commercial delivery.
- Set clear performance objectives, monitor outcomes, and provide regular feedback, mentorship and succession planning of the GIL team and ensure sustainable growth of GIL to be a world leading, skilled organisation that earns admiration and respect for its production and research ethos, whilst remaining profitable.
- Monitor and lead the peer review of staff Personal Research, enterprise and work plans (in relation to the PDR).
- Strategically lead and support the staff development in delivering research and profitable commercial income generation.

- Strategically lead the fostering of a collaborative culture that values creativity, integrity, and excellence in all aspects of engineering commercial practice and research across GIL, University and externally.

University and Faculty Collaboration

- Strategically lead the strengthening of links between Glyndwr Innovations Ltd and the University's academic departments to support joint research, enterprise, and teaching initiatives.
- Strategically lead the development of postgraduate research and development opportunities aligned to the company's engineering priorities.
- Strategically engage with the University's enterprise and research offices to ensure effective integration of knowledge exchange, innovation, and intellectual property management.

Special Features

This is a senior leadership position within the University's commercial subsidiary, requiring both strategic and operational oversight of multidisciplinary teams.

The post holder will play a key role in linking academic research with industrial application and enterprise growth.

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 their line manager 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 Wreccsam
Wrexham University

Job Title:

Chief Engineering Officer

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	Demonstrable senior-level and commercial leadership and management skills within opto-mechanical engineering, innovation, and enterprise environments, with the ability to develop, motivate, and direct multidisciplinary teams.	A/I	E
		1.2	Proven ability to strategically lead in the development and implementation of business and engineering strategies that drive commercial growth, technical innovation, and operational excellence.	A/I	E
		1.3	Highly experienced professional in Opto-Mechanical or Systems Design or Commercial strategic Engineering leadership, demonstrating a strong track record in strategically leading and delivering complex, high-value engineering solutions to commercial and research customers.	A/I	E
		1.4	Strong evidence of exceptional analytical, problem-solving and decision-making skills applied in strategic leadership and management of a technical, business and associated risks in high-stakes commercial environment.	A/I	E
		1.5	Excellent strategic leadership and management of internal and external relations through excellent communication skills, and representing organisation(s) at senior level to internal and external parties; clients, suppliers, partners, and government agencies.	A/I	E

		1.6	Ability to strategically lead in the identification and exploitation of opportunities for a business and organisation(s); innovation, IP generation, and knowledge transfer within commercial and academic settings.	A/I	E
		1.7	Demonstrated strategic leadership of financial acumen of project lifecycle and business ensuring all business costing, budget management, and commercial programme delivery.	A/I	E
2	General & Specialist Knowledge	2.1	Comprehensive knowledge of advanced engineering design, systems integration, and applied research practices within a commercial and/or defence context.	A/I	E
		2.2	In-depth understanding of engineering standards, compliance frameworks, and quality assurance processes, including MOD or equivalent industry standards.	A/I	E
		2.3	Strategic leadership experience in operating all facets of a business, knowledge exchange, technology transfer, and the commercialisation of research and intellectual property.	A/I	E
		2.4	Up-to-date understanding of national and international trends in engineering, innovation policy, and R&D funding.	A/I	E
		2.5	Suitable for MOD supplier and security clearance where required.	A/I	E
3	Education & Training	3.1	Degree qualified or higher in a mechanical engineering discipline.	A/I/C	E
		3.2	Chartered Engineer status (CEng) or equivalent professional recognition (e.g. Fellow of a relevant engineering institution).	A/I/C	E
		3.3	Evidence of continuing professional development and senior management training relevant to engineering leadership and enterprise.	A/I/C	D
4	Relevant Experience	4.1	Substantial experience in strategic leadership of engineering, R&D, or technical enterprises, ideally at senior management or board level.	A/I	E
		4.2	Proven success in strategically leading, managing complex, multidisciplinary engineering projects from concept to delivery, including MOD and commercial applications.	A/I	E

		4.3	Experience of strategic leadership, business planning, project portfolio management, and achievement of financial performance targets across organisations; internal and external.	A/I	E
		4.4	Experience of strategically leading the development of strategic partnerships and collaborations internally and externally across academia, industry, and government sectors.	A/I	E
		4.5	Evidence of strategically leading the development of innovation through spinouts, licensing, collaborative technology development or commercial leadership experience.	A/I	E
		4.6	Experience of strategic leadership, supervising and mentoring engineers, production, business, researchers, and professional staff to achieve organisational objectives.	A/I	E
		4.7	Experience of strategically leading accurate costing models for complex projects.	A/I	E
5	Special Requirements	5.1	Ability and willingness to undertake UK and occasional international travel to support projects, partnerships, and customer engagement.	A/I	E
		5.2	Commitment to equality, diversity, sustainability, and health & safety principles in all areas of work	A/I	E
		5.3	Ability to communicate through the medium of Welsh (or willingness to develop this skill).	A/I	D
Date of Revision			October 2025		

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

Our Values.

Excellence.

Click to view.

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Inclusion.

Click to view.

Our Values.

Collaboration.

Click to view.

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Transformation.

Click to view.

Our Values.

Sustainability.

Click to view.