

**POSITION DESCRIPTION – WEST CONTROL SOLUTIONS**

**JOB TITLE:** Sustaining Engineer

**REPORTS TO:** Production Engineering Manager

**DIRECT REPORTS:** None

**PEERS:** R&D Engineers (in UK, Germany & China), Sales, Technical Support, Marketing, Manufacturing Engineers, Purchasing and Manufacturing.

**RELATIONSHIPS:** R&D, Production

**BASE:** West Control Solutions Ltd, Brighton, UK

**POSITION SUMMARY:**

This is a key position for an experienced hardware engineer to play a leading role in the sustaining of the company’s product range. You will work in the Brighton team maintaining and customizing products to fulfill customer requirements and ensuring the product meets regulatory standards. You will maintain and enhance the status of West Control Solutions as Fortive’s global center of excellence for the development of temperature controls. You will do this by:

* Managing obsolescence issues in legacy products to maintain production without negatively impacting product cost constraints.
* Using your engineering skills to add value to existing products by taking out cost, adding functionality, resolving customer issues or improving DfM problems (VAVE).
* Using your engineering skills to investigate to route cause and implement a solution for customer/internal product issues.
* Assess customer requests for new features/improvement and implement them where feasible, whilst considering cost, technical feasibility, impact to approvals (EMC, FM, CSA, UL etc) and time to market.
* Co-ordinating contractors, internal and external resource to resolve issues and implement projects.

This position will require the designing, implementation and testing of hardware prototypes at the subsystem level. Once proven, you will be required to integrate each subsystem with the wider system level hardware and product level testers. You will then co-ordinate any approval updates and conduct in house approval tests were required. Once the product is ready for launch you will co-ordinate the transfer of the product into production.

You will be responsible for delivering on time and on budget.

The candidate should have a strong understanding of analogue and digital hardware engineering with the ability to leverage expertise in international approval requirements to guarantee and maintain the marketability of current products. The candidate will have a general understanding of the C programming language to be able to make small updates to firmware.

**KEY RESPONSIBILITIES/SKILLS REQUIRED:**

* Lead and design improvement and customisation projects of medium complexity products including analogue and digital hardware design, layout and schematic entry
* Experience in hardware design on 8/16/32 Microprocessor systems
* Enhance the competencies and processes available in the sustaining team, therefore, must be comfortable in adhering to and enhancing processes.
* Stay abreast of changes in relevant international standards and ensure that products meet those standards
* Good cooperation and team work skills with other engineers on site and in Germany and close management of contractors as needed.
* Conform to the Company’s Product Development Procedures to ensure continued compliance with ISO9001 and all other appropriate standards.

**FIRST THREE MONTHS EXPECTATIONS:**

1. Understand and use all Fortive engineering design processes as required
2. Team player able to see projects to completion.

**POSITION QUALIFICATIONS:**

| Attribute/Skill/Experience | WeightScale: 1-55 = Must Have |
| --- | --- |
| Qualification in an Electronics discipline (degree minimum) | 5 |
| Proven experience in analogue hardware design – inputs, converters, switching mode, power supplies, test & measurement.  | 5 |
| Well experienced in PCB schematic and layout design to meet stringent approvals requirements (CE, UL, FM, CSA) [Desirable: UL61010, EN61326 EMC] | 5 |
| Background in digital hardware design, - controllers, A/D converters, embedded firmware (C programming language) | 4 |
| Excellent problem-solving skills including problem identification, root cause analysis and potential solutions | 5 |
| Experience design of low cost, mid complexity, mid volume products. Able to match technology to meet performance and price constraints. | 4 |
| Process orientated, comfortable working within structured environment. | 3 |
| Excellent communication skills, able to work well within teams, across organization and with people from diverse cultural backgrounds | 5 |
| Proven project management ability to deliver development projects to quality, cost and time. | 4 |
| Wants to exercise their innovative technical abilities to promote the successful development of new products. | 3 |
| Design experience with any professional CAD package (Cadence/Mentor/Altium) | 5 |
| Design experience with Altium Designer (Not essential but training will be given) | 2 |

**FIT FACTORS:**

| Attribute/Skill/Experience | WeightScale: 1-55 = Must Have |
| --- | --- |
| Tenacity/Do What It Takes | 5 |
| Effective Time Management and Personal Organization | 4 |
| Do It Now/Time Is the Enemy | 3 |
| Get the Numbers – Results Count | 5 |
| Traction Counts, Make an Impact | 3 |
| Details Count  | 5 |
| Teamwork and cooperation/supportiveness | 5 |
| Continuous Improvement, Don’t accept the status quo | 5 |
| Tactical and Strategic | 3 |
| Delegate and Hands-on | 3 |

**Business Background**:

West Control Solutions is part of Specialty Product Technologies a Fortive business unit incorporating West Instruments (based in Brighton, UK) and PMA (based in Kassel, Germany). West Instruments designs, develops, manufactures and markets a range of temperature and process control instrumentation for industrial applications worldwide. The business unit includes sites in the USA and China.

PMA’s core competence is closed loop control for industrial applications. Modern software tools and a complete range of controllers - the Economy controllers, the Universal Line as also the Advanced Line –provide scales for flexibility in application and thus offer a tailor-made price-performance ratio. This product strategy leads us to be one of the market leaders in Germany for digital operating closed loop controllers.

**Fortive Corporation Overview**:

Fortive is a diversified industrial growth company comprised of global businesses that are recognized leaders in attractive markets. With more than $6 billion in annual revenues, Fortive’s well-known brands hold leading positions in field instrumentation, transportation, sensing, product realization, automation and specialty, and franchise distribution.

Fortive is headquartered in Everett, Washington and employs a team of more than 24,000 research and development, manufacturing, sales, distribution, service and administrative employees in more than 40 countries around the world. Our team grows by tackling challenges that accelerate progress and further their careers. With a culture rooted in continuous improvement, the core of our company’s operating model is the Fortive Business System. For more information please visit: www.fortive.com.

*The above description reflects the general details considered necessary to describe the principal functions of the role identified. It shall not be construed as a detailed description of all the work requirements that may be inherent in the job.*