



RESEARCH & DEVELOPMENT ENGINEER



Location
Thatcham, UK

Who are we?

Xtrac is the world's leading design and manufacture of specialist transmissions. Our customers include the top motorsports racing series including Formula One, Le Mans, IndyCar and NASCAR and we also supply transmissions for the most exclusive high-performance cars in the world. We are at the forefront of a once-in-a-generation opportunity as the automotive industry transitions from internal combustion to electric and hybrid and our experienced and dedicated teams are using the latest cutting-edge technology to achieve this transition.

What will you be doing?

We are recruiting for a dynamic and passionate R&D engineer to join our experienced research and development team as we continue to grow and deliver award-winning motorsport and high performance automotive projects.

You'll be undertaking important validation testing of exciting new transmission designs and updates to Xtrac's award-winning existing transmission systems.

Who are we looking for?



Educated to a minimum of a 2.1 Bachelor degree in an engineering related discipline.



Excellent communication skills to ensure a good working relationship with technicians, inhouse engineers and customers.



At least 2 years' experience in an engineering environment.



Excellent IT skills including CAD and the ability to interpret component part and assembly drawings.



Excellent knowledge of vehicle and transmission systems.



Good organisation and time management skills to manage workload and meet deadlines in a department where work priorities can change very quickly.



Ability to work as part of a forward-thinking team.

Overall role objective

Undertake validation testing of new transmission designs and updates to existing designs whilst providing engineering support to the design office and advanced engineering group. Whilst supporting the transmission manufacture side by assisting important end-of-line testing and providing support to the design office and advanced engineering group.

Responsibilities

- Assist with the day-to-day running of the R&D department, including test scheduling and manufacture support.
- Management of all elements and phases of transmission development projects, including rig testing, tooling design, test design and documentation, vehicle integration, and vehicle testing.
- Planning and managing "First Build" validation testing on new products.
- Produce full and accurate test specifications through liaison with customers or in-house design engineers.
- Identify tooling requirements for testing and producing detailed drawings for parts using Siemens NX CAD.
- Identify and specify sensor and data-logging requirements for testing and arrange purchases as necessary.
- Support product delivery through Xtrac project management systems.
- Communicate test requirements to R&D technicians and support testing.
- Run R&D test rigs when necessary, including end of line build quality assurance.
- Analyse test data using laboratory & motorsport data-logging software.
- Provide clear and detailed reports of testing conducted.
- Methodically undertake condition assessments of gearboxes returned to Xtrac to support product development.
- Support customer race, test, or dyno events in the UK or abroad.
- Assist in the expansion of the department capacity, including new hardware.
- Undertake personal development and attend reviews as required.
- Observe health and safety rules at all times and maintain a safe working environment.
- Follow company quality procedures, standards, and work instructions.
- Carry out reasonable duties as requested by management.

Xtrac Values

Passionate

'Love what you do'

- Spreads enthusiasm & positivity
- Celebrates achievements and share credit
- Supports others to be successful
- Actively listens
- Mutual respect
- Smiles and has fun

Accountable

'Always do the right thing'

- Treats everyone with respect
- Demonstrates ownership and personal accountability
- Empowers others
- Able to face into the truth
- Transparent
- Keeps commitments
- Leads by example
- Follows the process and rules

Collaborative

'Working together'

- Solution focussed
- Open minded
- Experiments with appropriate risk appetite
- Seeks diverse views and the input of others
- Encourages new ideas and thinking out of the box
- Shares views
- Creates a psychologically safe environment
- Follows process and procedures
- Empathetic

Externally Focussed

'Know your customer and deliver'

- Treats customer's fairly
- Values the customer and their business
- Keeps promises
- Proactively looks to improve the customer experience
- Has an internal and external customer-first mindset
- Keeps their word
- Works to the correct quality

Years to Learn

'Growth mindset'

- Embraces challenge
- Desire to learn
- Persists even when it is hard
- Sees failure as a learning opportunity
- Proactive with looking for development opportunities
- Willing to share knowledge and experience with others

Xtrac Benefits



Competitive Salary

We offer a competitive salary which is industry benchmarked on a regular basis.



Pension Contribution

All eligible employees are automatically enrolled into a generous pension scheme after three months of service.



Life Assurance

Xtrac offer all employees free life assurance from day one of your employment.



Private Health Care

You will be eligible to join the excellent BUPA Medical scheme after three months of service.



Eye Care Assistance

Employees are entitled to a free eye test and financial help with glasses if required to carry out their role.



Cycle to Work Scheme

We operate a cycle to work scheme allowing you to take advantage of tax savings on cycling equipment.



Company Events

Events are regularly hosted throughout the year including social, volunteering, and fundraising.



On-site Parking

All our facilities offer free on-site parking for employees with dedicated bike stores.



Reward & Recognition Incentives

The PACEY rewards are a recognition scheme aligned to our Xtrac behavioural framework where people are recognised on a quarterly basis.



Flexible Working for Some Roles

Xtrac recognises flexible working and it is available to various roles.



Salary Sacrifice Electric Car Scheme

Xtrac offer an electric vehicle salary sacrifice scheme enabling you to drive a brand-new, cost-effective electric car.



Free Safety Workwear

All PPE and uniform is provided to employees who are in a relevant role.