



SENIOR ELECTRONICS HARDWARE 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?

In this role, you will take ownership of and deliver our electronic hardware projects. Xtrac's own range of gearboxes, controllers and actuators gives complete ownership of the mechanical hardware, electrical hardware, software, and calibration of the gearbox package. This full system approach is an exciting and unique opportunity to work on cutting edge projects.

Who are we looking for?



Minimum of BEng or BSc (or similar), Degree or higher in mechatronic, electrical, electronic or control system engineering.



Knowledge of electronic design, and a knowledge of microprocessors, wiring and sensors selection for use in automotive applications.



Excellent communication skills to ensure a good working relationship with both suppliers and customers.



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



A good understanding of transmission systems such as AMT, DCT, planetary auto, CVT, single speed reducers.



Ability to work as part of a forward-thinking team and to work across multiple projects and prioritise accordingly.



At least 5 years' experience as an Electronic Hardware Engineer in an automotive engineering environment.



Overall role objective

This role will take ownership of and deliver our electronic hardware projects and you will take responsibility for electronic hardware development projects and technically supervise and co-ordinate engineers to undertake development projects.

Responsibilities

- To conduct yourself as a professional engineer befitting of the organisation.
- To take responsibility for electronic hardware development projects and to undertake such projects to the requirements of the Head of Control Systems and Electronics.
- To deliver electronic hardware development activities on time to the specification, making consideration for project cost.
- To technically supervise and co-ordinate engineers to undertake electronic hardware development projects.
- To derive methods and tools to undertake activities to company standards and procedures.
- To support test activities, both on and off site, including travel.
- To assist the Head of Control Systems and Electronics in the timescale and resource planning of projects.
- To ensure continual improvement in the analysis of Xtrac product.
- To approve work tasks and reports where appropriate.
- To mentor employees, new starters and students as required.
- To ensure that all electronic hardware development activities are concluded in an appropriate manner.
- To work within the Integrated Business Process (IBP) framework to manage and prioritise work as required.
- To follow and develop Xtrac standards, operating procedures, and work instructions.
- To offer continuous improvement in activities related to the job role.
- To attend training and conference events as required.
- To observe health and safety rules at all times.
- To carry out reasonable duties as requested by Management.

Xtrac Values

Passionate

'Love what you do'

- Spreads enthusiasm & positivity
- Celebrates achievements and shares 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.