

Development Team  
Lead



# Development Team Lead

Competitive salary and benefits package on offer, within an employee-owned organisation.  
Closing date: Monday, 29th of January 2024

ABER Instruments R&D team is looking to grow with the addition of an experienced Development Team Lead. We are an employee owned company based in Aberystwyth, with over 30 years' of experience making monitoring instrumentation for the brewing and biotech markets. All our employee owners are committed to providing excellent products and services. Our website has more information about our ethos, history and products.

In joining us at this exciting time in our development, you will receive a generous benefits package including a competitive salary, a twice yearly profit share, a holiday entitlement of 20 days, increasing to 26 days with service, plus Christmas closure leave, as well as flexible working and a generous pension. Following probation, colleagues are gifted 1000 shares, receive income protection, life insurance and can join the cycle to work scheme.

The company is an established, global market leader constantly working to innovate and expand our product portfolio, with bases in the U.K and the U.S. We count many of the world's leading biotech and brewing companies as valued customers.

## **Main Purpose**

We are seeking an experienced Development Team Lead to join our Research and Development (R&D) Department. The successful candidate will be responsible for leading a team of multi-disciplinary engineers to develop new hardware products as the business grows and we broaden our product portfolio.

You will report directly to the RDPS Leader and will have primary day-to-day responsibility for organising the Development Team and ensuring overall success of the hardware solutions. You will work closely with our Research, Software and Process Engineering teams to help deliver innovative solutions that are robust, reliable and easy to manufacture.

## **Responsibilities**

- Lead a multi-disciplinary team of hardware and electronics engineers.
- Provide technical oversight in product design, ensuring product reliability and innovation.
- Mentor and guide the professional growth of team members.
- Facilitate regular team meetings to discuss progress, brainstorm solutions, and ensure alignment.
- Contribute to and maintain a collaborative and productive environment.
- Facilitate the definition of project scope, goals, and deliverables in collaboration with key stakeholders.

- Develop and implement best practice and strategic plans to achieve product objectives within set timelines.
- Review and approve design documentation.
- Stay abreast of emerging technologies and industry best practices to ensure our products are cutting-edge and competitive.
- Work with the project management team to ensure timely delivery of projects, balancing scope, quality, cost and schedule.
- Liaise with other departments, including Research, Software, Process Engineering, Manufacturing, Quality & Sales to ensure seamless product development.
- Work with our Compliance Coordinator to ensure products are developed in a way that meets all regulatory and company standards.
- Create reports & interface with senior management & the wider business to provide updates and gather feedback.
- Engage with external partners, suppliers, and stakeholders as needed.

## **Qualifications & Experience**

### **Essential**

- Bachelor's or Master's degree in Electronics Engineering, Hardware Engineering, or a related field. An advanced degree is an advantage.
- Experience in electronics product development, with a proven track record of leading teams to successful product launches.
- Excellent interpersonal and communication skills.
- Proficiency in electronics design.
- Ability to think strategically, execute methodically and communicate effectively.

### **Desirable**

- Formal qualification in Leadership or Management preferable.
- Experience in developing real time measuring devices would be beneficial.

To apply, please send your CV and covering letter detailing your skills and experience to [hr@aberinstruments.com](mailto:hr@aberinstruments.com) by 29th of January 2024. For an informal discussion please call Christina on 07483 044699.

To apply please send a CV and Cover Letter by email to: [hr@aberinstruments.com](mailto:hr@aberinstruments.com)

# Aber employee benefits at a glance

As part of Aber's commitment to making the company a great place to work and to reward our employees for their contribution and hard work, we offer the following benefits.

1000 gifted shares on completion of probation period



ABER profit share



Flexible working



Peace of mind if you die in service  
(4x salary for your family)



Income protection scheme  
(75% of salary)



Opportunity to buy further  
ABER shares



20 days increasing to 26 days (UK based) holiday plus bank holidays with additional shutdown between Christmas and New Year



Opportunity to influence how the company grows and operates through an employee council.



ABER contributes 8% towards your pension scheme, while you contribute just 3%



Cycle to Work scheme

