

## Role Profile: Trainee Hardware (Electronic) Engineer

<b>Business Unit:</b> <b>Job Family:</b> <b>Department name:</b>		Megger Instruments Limited Engineering Continuous Improvement team	
<b>Core purpose:</b>  The core purpose of a Trainee Hardware Engineer is to gain hands-on experience and practical knowledge in the field of hardware engineering. As a trainee in this role, individuals will work under the guidance of experienced hardware engineers to learn the fundamentals of designing, developing, testing, and troubleshooting hardware components and systems.  Through training and mentorship, the trainee will prepare to take on more complex responsibilities as they progress in their careers within the hardware engineering field.			
<b>Role summary:</b>  The role of a Trainee Hardware Engineer involves learning and applying fundamental principles of hardware engineering under the guidance of experienced professionals. Key responsibilities include participating in design and development activities for hardware components, assisting in testing and validation processes, maintaining accurate documentation, collaborating with cross-functional teams, and developing problem-solving skills.  The trainee aims to acquire hands-on experience, build a strong foundation in hardware engineering, and contribute to the creation of innovative hardware solutions. The role emphasizes continuous learning, adherence to industry standards, and preparation for more advanced responsibilities in hardware engineering.			
<b>Reports to</b>	Head of Continuous Improvements and Training/ CI Team Trainee Manager	<b>Number of direct reports for role</b>	1
<b>Primary objectives</b> <ul style="list-style-type: none"> <li>Acquire fundamental knowledge and skills in hardware engineering principles and practices.</li> <li>Develop proficiency in using hardware design and testing tools.</li> <li>Contribute to the design and development of hardware components and systems under the guidance of experienced engineers.</li> <li>Assist in the testing and validation of hardware prototypes to ensure they meet design specifications.</li> </ul>			<b>Customers</b>  <b>Internal:</b> <ul style="list-style-type: none"> <li>Manufacturing</li> <li>Supply Chain</li> <li>Product safety team</li> <li>TSG</li> </ul> <b>External:</b> <ul style="list-style-type: none"> <li>End Users</li> </ul>

Main Responsibilities		
Key Result Area	Specific Activities	Measure
Production of High-quality, well-designed products	<ul style="list-style-type: none"> <li>Problem solving / evaluation of issues arising with current product lines.</li> <li>Electronic circuit design using ECAD software, including simulation and rigorous testing</li> <li>Carry out PCB layouts using approved software tools.</li> </ul>	<ul style="list-style-type: none"> <li>Performance reviews</li> <li>First time yields (KPI's)</li> <li>Peer Reviews</li> </ul>

	<ul style="list-style-type: none"> <li>• Detail documentation of designs including Maintain BOMs to ensure best fit for design requirements (fit, function, cost).</li> <li>• Obsolete component replacement and testing.</li> <li>• Working with firmware and mechanical engineering disciplines to achieve team objectives.</li> <li>• Prepare and present designs reviews to the design team and project stakeholders at design reviews or project meetings.</li> <li>• Adhere to agreed timescales and milestones.</li> <li>• Attend training as required to develop skills and knowledge to keep up to date with changes and development in technology.</li> </ul>	
--	---	--

Experience, Skills & Knowledge required to be successful in role	
Technical Skills/Knowledge/Qualifications	Soft Skills
<ul style="list-style-type: none"> <li>• Qualified to HNC / HND or equivalent. Alternatively working towards a relevant qualification in electronic engineering.</li> <li>• Shall demonstrate a good academic standard with a strong electronic engineering interest.</li> <li>• Experience of PCB fault-finding techniques.</li> <li>• Possess competent soldering and PCB rework skills.</li> <li>• Familiarity with technical specification and procurement of electronic components.</li> <li>• Familiarity with Microsoft Office products.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work independently and as part of a multi-disciplinary team.</li> <li>• Exhibit thorough attention to detail.</li> <li>• Ability to understand and interpret requirements from customer specifications.</li> <li>• Have exceptional communications skills: verbal, written, technical report writing, technical presentation (e.g., at design reviews).</li> <li>• Demonstrable organisational and personal time management skills.</li> </ul>

<b>Job Level</b>	<input checked="" type="checkbox"/> <b>Individual contributor</b> <input type="checkbox"/> Leader of People/Senior Level Individual contributor <input type="checkbox"/> Leader of Leaders
------------------	--

Shared Values
<p><b>Caring</b></p> <p>Putting the customer first with a 'can do' approach and fully understanding their needs and challenges. Actively develop close, mutually beneficial, working relationships with colleagues.</p> <p><b>Captivating</b></p> <p>Help solve colleague and customer problems by doing something different, by thinking unconventionally.</p> <p><b>Consistent</b></p>

Bring a positive attitude to work and take pride in your job. Welcome problem solving and shared learning whilst maintaining high standards of work in the team.

### Creative

Be prepared to solve and work out options within the team, think positively about new approaches or alternative ways to solve any problems. Actively seek out opportunities for improvement and feed these back into the business.

### Confident

Seek knowledge, ask questions and support others.

## Benefits

- Excellent training and development opportunities
- Career development in a growing multinational company
- Life assurance scheme
- Contributory Salary Exchange Pension Scheme
- 25 days annual leave + UK bank holidays
- Day off for your birthday
- Flexible working
- Early finish on Fridays
- Seasonal Travel Ticket Loan Scheme
- Discounted football membership - Dover Athletic FC
- Free fruit Tuesdays + Thursdays
- Breakfast mornings – Mondays and Wednesdays
- Subsidised refreshments from the Company's canteen.
- Free parking on site in the designated parking bays.
- Access to 'YourMegger' a health and benefits portal offering a number of discounts for colleagues including a Cycle to Work Scheme and Electric/hybrid car buying scheme
- Eyecare vouchers
- Free flu vaccinations