

## CANDIDATE SPECIFICATION



<b>JOB TITLE</b>	Seating Engineer (up to Senior/Principal level)	
<b>REPORTING TO</b>	Engineering Manager – Seating Programmes	
<b>DEPARTMENT/SUB DEPARTMENT</b>	Engineering, Seating	
<b>LOCATION</b>	Southend-on-Sea	
<b>OVERALL PURPOSE</b>		
To lead seating design and development activities within seat development programmes.		
<b>PRINCIPLE ACCOUNTABILITIES</b>		
<ul style="list-style-type: none"> <li>• Leading the design and development of new seating products for crew and executive passenger seating applications,</li> <li>• Managing small design teams to deliver new seating products,</li> <li>• Preparation of drawings and documentation in support of new seating development programmes,</li> <li>• Providing technical leadership in mechanisms, comfort, materials and other seating product related knowledge and technologies,</li> <li>• Responsible for ensuring that a high standard of housekeeping is maintained,</li> <li>• To support team members with other tasks as and when necessary,</li> <li>• To help create and maintain a safe working environment and observe the published Health and Safety procedures,</li> <li>• To carry out any other tasks where reasonable and relevant, when required.</li> </ul>		
<b>QUALIFICATIONS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
GCSE English and Maths (or equivalent) at grade C or above	✓	
Degree or equivalent in mechanical engineering or similar	✓	

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EXPERIENCE/ SKILLS	ESSENTIAL	DESIRABLE
Design and development of seating products for aerospace, automotive or rail	✓	
Experience using 3D CAD tools	✓	
Experience of DFMA approaches	✓	
Experience designing composite structures		✓
Broad knowledge of manufacturing and assembly processes	✓	
Experience of electrical actuation systems		✓
Knowledge of APQP or similar Quality Engineering processes		✓
Experience designing upholstered / trimmed products	✓	
Experience designing molded and/or formed components		✓
Experience in structural analysis / stress calculations		✓
Knowledge of aerospace regulations relating to seats		✓
Knowledge of GD&T		✓
Ability to work independently while collaborating in a team environment	✓	
Ability to work under pressure and to deadlines	✓	
PERSONAL SKILLS	ESSENTIAL	DESIRABLE
Team Player	✓	
Strong Work 'Can-do Ethic'	✓	
Exceptional at building relationships	✓	
Excellent Customer Service skills	✓	
Strong attention to detail and time management	✓	
Exceptional Planning and Organisation skills	✓	
High awareness of Productivity and Quality	✓	
Excellent Communication skills	✓	
Flexibility	✓	
Takes Responsibility for actions	✓	
Learn, Apply and Improve	✓	