

Tel: +44 (0)1604 621313  
Email: [recruitment@komcept.com](mailto:recruitment@komcept.com)  
Web: [www.komcept.com](http://www.komcept.com)



Komcept Solutions Ltd

## The Company

Komcept Solutions innovate to secure you today and protect your tomorrow.

### Vision and Strategy

To provide for the wide range of security needs of organisations.

We constantly innovate and evolve our own products with a rapid development strategy including continual research and product improvement. We develop strategic relationships with key partners and continue to learn from and adapt to their operational requirements.

### Company Culture

Our success is built upon the efforts of our employees. We value our employee family who help build our innovative, market-leading products and services, and deliver robust, personal support to our clients. They do this through collaboration with one-another and with our customers, in an open and friendly workplace. We appreciate initiative and autonomy whilst encouraging staff to work together in order to support each other. We have a fail-fast approach to realise any show-stopping tasks early, and learn from this to improve and evolve development cycles.

## The Opportunity

We are seeking a full-time, office-based, Embedded Systems Design Engineer to co-ordinate the workload of our innovative hardware team, and progress our product development projects to help Governments protect their citizens. As a valued member of staff, you will receive a competitive salary with great working conditions amongst a friendly team. You will have regular personal development interaction with your manager and be encouraged to increase and improve your range of skills through mentoring and external sources of knowledge. Exceptional input and actions are recognised and rewarded in this company.

### Benefits

We offer 33 days' annual leave (including Bank Holiday allowance) per year, increasing to 38 days after 5 years' service; flexible working; travel insurance to cover leisure trips for you and your partner & children; a 4% employer contribution to your pension when you deposit an equal amount; and a share scheme that allows us to recognise great attitude and exceptional effort.

**Job Description – Embedded Systems Design Engineer**

This is a permanent, full-time role, based in our offices in the UK, near Northampton. Due to location would be preferable for the candidate to hold a full driving license, and the successful applicant will be expected to attend the office every day; this is NOT a remote role.

Komcept has enjoyed a period of rapid growth over the last few years, which has led to this requirement.

The role would be to provide our existing hardware team with someone who can help coordinate their workloads and guide priorities. It is also to add both additional resource and some essential skills to the team in order to speed up product development, so the majority of the time spent will be in hands-on development. Checking-in with the team regularly to steer their progress and assess the need for resources will play a vital part in ensuring that the team's projects progress in a timely manner. The candidate would ideally have some experience and drive to ultimately lead the hardware design team.

The role will suit someone with experience in designing electronic hardware that utilises microprocessors, who is confident with a variety of IC interfacing protocols, and is able to write firmware for the systems alongside the electronic design & development. A desire for fast design & development of initial prototypes would serve the successful candidate well as they get the chance to work on varied projects from concept through to completion.

There is ample opportunity to grow and progress through the business, learning new skills and diversifying in role.

**Key Duties to include:**

- Coordinating team workload, preferably with agile methods.
- Mentoring less experienced designers.
- To develop requirements and specifications for electronic and embedded firmware systems.
- Assessing and understanding customer needs to contribute towards product design.
- Analogue and digital electronics design & development, including schematic capture.
- Microcontroller system design.
- Writing firmware as part of the development cycle of the products.
- Maintaining good version control of firmware.
- Assembly and testing of prototype designs.
- Overseeing and assisting with system integration, evaluation and testing.
- Multi-layer PCB design layout including production of manufacturing files.
- Schematic and PCB layout review.
- Interfacing with subcontractors/external design houses.
- Interfacing with external board manufacturer from quote through to board delivery.
- Ensuring thorough & documented testing of end designs is undertaken.

The above is not an exhaustive list of duties. You will be expected to perform different tasks as necessitated by your evolving role within the company and the overall business objectives of the company.

**Required Skills**

- A high-level understanding of a broad range of areas within analog & digital electronic design & associated firmware (to facilitate co-ordination of the team's workload)
- SMD soldering experience
- Circuit design from inception through prototyping & development to production
- Good experience in multi-layer PCB design and review
- Test and development experience
- Experience of embedded C

**Desirable Experience**

- Team leader/task coordination/staff management experience
- Previous work with DSPs & writing algorithms
- Work with FPGA firmware
- Previous experience of mentoring less experienced staff
- Experience of low power circuit design
- Experience of RF circuit design
- Experience of working with controlled impedances and EMC design requirement
- Taking a design from requirements capture through to manufacture and test
- Highly organised and able to work multi projects in fast paced environment
- Writing and executing/overseeing PCB test plans.

We will consider all applications, even if not all the above requirements are met, but we will be looking in particular for a candidate with skills in both circuit design & firmware coding, and experience of co-ordinating others in small teams.