

Department: Electrical Electronic Systems

Job role overview: Lead Electrical Electronic Components team

Report to: Head of Electrical Electronic Design

Location: Hinckley, UK

Role Purpose:

Lead the Electrical & Electronic Components Engineering Team in the delivery of robust, cost-effective and compliant electrical and electronic components for Triumph motorcycle programmes.

The Team Leader is accountable for the technical leadership, capability development, resource planning and delivery performance of the EEC function. The role provides strategic direction for component engineering activities, ensuring the team delivers high-quality solutions that satisfy programme, regulatory, functional safety, cybersecurity, quality and manufacturing requirements.

The Team Leader acts as the primary escalation point for component engineering activities and works cross-functionally to align technical solutions with business objectives, product strategy and future technology roadmaps.

Key Responsibilities:

Leadership & People Management

- Lead, develop and inspire a team of component engineers, creating a high-performance engineering culture.
- Define team objectives, priorities and resource allocation to support programme delivery.
- Conduct performance reviews, development planning, coaching and mentoring activities.
- Support recruitment, succession planning and capability development across the EEC function.
- Establish clear expectations, promote accountability and recognise strong performance.
- Act as a role model for professional behaviours, engineering excellence and continuous improvement.

Technical Leadership

- Provide technical leadership and governance for all electrical and electronic components used across Triumph motorcycle platforms.
- Guide technical decision-making and ensure engineering solutions are aligned with system requirements and product strategy.
- Support the development of component specifications, validation strategies and design standards.
- Oversee the review and approval of engineering deliverables including specifications, design decisions, schematics, test plans and technical reports.
- Ensure compliance with functional safety, cybersecurity, EMC, environmental, legal and homologation requirements.
- Support risk analysis activities, including DFMEA, FMEA, FTA and issue resolution processes.
- Promote best practice in component engineering, supplier management and development processes.

Programme & Project Delivery

- Ensure successful delivery of component development activities across multiple motorcycle programmes.
- Monitor workload, timing, risks, costs and quality metrics within the team.
- Provide escalation support and leadership for complex technical, supplier or programme issues.
- Ensure robust development plans and contingency strategies are in place to mitigate delivery risks.
- Drive effective change management and assess impacts on cost, quality and programme timing.
- Support programme reviews and provide accurate reporting of status, risks and resource requirements.

Supplier & Stakeholder Management

- Develop and maintain strong relationships with global suppliers and engineering partners.

- Lead supplier performance reviews and support commercial and technical discussions where required.
- Ensure suppliers meet agreed technical, quality, cost and timing targets.
- Collaborate closely with Systems Engineering, Software, MBSE, Cybersecurity, Functional Safety, Verification & Validation, Purchasing, Manufacturing, Quality, Chassis and Powertrain teams.
- Represent the EEC function at programme reviews, technical forums and leadership meetings.

Continuous Improvement & Strategy

- Define and implement improvements to engineering processes, tools, methods and standards.
- Support the development of future technology roadmaps and component strategies.
- Champion digital engineering and model-based development approaches where appropriate.
- Ensure lessons learned are captured and deployed across the engineering organisation.
- Drive efficiency improvements and promote a culture of innovation and technical excellence.

Additional Responsibilities

- Deputise for the Head of Electrical & Electronic Design as required.
- Support strategic initiatives and cross-functional projects.
- Undertake any additional duties appropriate to the level of the role.

Person Specification: Team Leader – EE Components



	Essential	Desirable
Qualifications and Attainments	BEng or MEng in Electrical/Electronic Engineering or a related discipline. Significant experience within automotive, motorcycle, industrial or related engineering sectors.	Chartered Engineer (CEng) status
Professional Experience and Skills	• Proven experience leading and developing engineering teams. • Strong background in electrical and electronic component development. • Experience managing supplier relationships and technical deliverables. • Experience delivering engineering projects within structured product development processes. • Strong understanding of component verification and validation methodologies. • Experience of risk management techniques including FMEA and FTA. • Excellent problem-solving and decision-making skills. • Strong stakeholder management and communication capability. • Experience balancing technical, timing, cost and quality considerations in engineering decisions.	• Knowledge of CAN, LIN or automotive communication networks. • Experience with Model-Based Systems Engineering (MBSE). • Understanding of software development processes and electronic control systems. • Experience with Functional Safety (ISO 26262) and Cybersecurity (ISO 21434). • Experience using tools such as CANoe, CANalyser, Preevision or equivalent. • Experience defining technology roadmaps and engineering strategies.
Personality and Motivation	• Strong leadership presence with the ability to motivate and influence others. • Strategic thinker with a pragmatic and delivery-focused approach. • Able to make robust decisions in complex and ambiguous situations. • Resilient and adaptable in a demanding project environment. • Excellent communicator capable of engaging audiences at all levels. • Strong coaching and mentoring capability. • Committed to continuous improvement and engineering excellence. • Collaborative and effective within multidisciplinary teams.	
Appearance and Characteristics Circumstances	Well presented and professional in approach.	
	Flexible on working hours.	
	Willing to undertake UK and Overseas travel.	

