

Department: Electrical Electronic Systems

Job role overview: Team Lead Model Based Systems Engineering

Report to: Head of Electrical Electronic Design

Location: Hinckley, UK

Role Purpose:

Lead the Model Based Systems Engineering (MBSE) team in the definition, development and governance of motorcycle electrical and electronic system features, architectures, HMI and requirements.

The Team Leader is accountable for the delivery, quality and maturity of the MBSE function, ensuring robust systems engineering processes are applied throughout the product development lifecycle. The role is responsible for developing team capability, establishing modelling standards, driving systems engineering best practice and ensuring alignment between stakeholder needs, system architectures, HMI designs, component implementation and verification activities.

The Team Leader acts as the technical authority for Model-Based Systems Engineering within the Electrical & Electronic Systems department and provides leadership across feature definition, HMI development, electrical architecture development, requirements management, traceability and integration of the Diagnostics, Functional Safety, Cybersecurity activities.

Key Responsibilities:

Leadership & People Management

- Lead, mentor and develop a team of Systems and HMI Engineers operating across multiple motorcycle programs.
- Establish team objectives, priorities and resource allocation to support business and program requirements.
- Conduct performance reviews, development planning and succession management activities.
- Foster a culture of collaboration, accountability, innovation and engineering excellence.
- Support recruitment, onboarding and development of MBSE engineers at all levels.
- Act as a role model for Systems Engineering best practice and professional behaviours.

Systems Engineering Technical Leadership

- Provide technical leadership for the development and application of Model-Based Systems Engineering across Triumph motorcycle products.
- Own and govern MBSE processes, modelling standards, methods and tool strategies.
- Ensure stakeholder needs are effectively translated into feature definitions, system architectures, behavioural models, HMI and solution specifications.
- Oversee the creation, review and approval of requirements, use cases, architectural artefacts, behavioural models and system specifications.
- Ensure appropriate levels of abstraction, traceability and model quality are maintained throughout development.
- Lead the evolution of MBSE methodologies to improve product quality, development efficiency and engineering maturity.
- Champion systems thinking principles throughout the organisation.

Program & Project Delivery

- Ensure timely delivery of feature definitions, system architectures and solution specifications for all assigned programmes.
- Monitor team workload, milestones, risks and deliverable quality.
- Provide escalation support for complex technical, integration and stakeholder issues.
- Lead decision-making activities relating to system functionality, architecture and feature implementation.
- Develop mitigation and contingency plans to manage program risks.
- Ensure engineering activities support programme timing, quality and cost objectives.

Stakeholder Management

- Build strong working relationships across the design departments, across the wider business (e.g. Product Planning, Purchasing, Manufacturing, Quality) and with external suppliers.
- Lead cross-functional workshops and technical reviews to ensure alignment of system requirements and design intent.
- Facilitate technical decision making amongst key stakeholders.
- Resolve conflicting requirements and priorities through structured systems engineering approaches.
- Represent the MBSE function at program reviews, leadership meetings and strategic planning activities.

Continuous Improvement & Strategy

- Define and implement the MBSE roadmap for the Electrical & Electronic Systems department.
- Drive continuous improvement of systems engineering processes, tools and methodologies.
- Support deployment and optimisation of MBSE tools and digital engineering capabilities.
- Promote adoption of industry best practice, including INCOSE-aligned systems engineering approaches.
- Identify future capability requirements and develop associated training plans.
- Lead investigations into emerging technologies, systems engineering methods and development approaches.

Additional Responsibilities

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

Success Measures

The Team Leader will be successful when:

- MBSE deliverables are delivered on time, with high quality and full traceability.
- The Systems Engineering team demonstrates strong engagement, capability growth and retention.
- System architectures and requirements provide a robust foundation for software, hardware and validation activities.
- Functional Safety, Cybersecurity and compliance activities are supported by high-quality systems engineering artefacts.
- MBSE processes and tools continue to mature and drive measurable business value.
- The MBSE function is recognised as a centre of excellence and a key enabler of future product development within Triumph.

Person Specification: Team Leader – EE Components



	Essential	Desirable
Qualifications and Attainments	BEng or MEng in Systems Engineering, Electrical Engineering, Electronic Engineering or a related discipline. Significant experience in systems engineering and complex product development environments.	Chartered Engineer (CEng) status. INCOSE ASEP, CSEP or equivalent Systems Engineering accreditation.
Professional Experience and Skills	- Proven experience leading engineering teams and developing technical capability. - Extensive experience applying Model-Based Systems Engineering methods and principles. - Expertise in requirements engineering, system architecture development and behavioural modelling. - Experience with SysML, UML and requirements management tools. - Strong understanding of requirements traceability and verification methodologies. - Demonstrated systems thinking capability and ability to coach others. - Experience influencing senior stakeholders and driving technical decisions. - Experience developing complex products involving hardware, software and communications systems. - Understanding of Functional Safety (ISO 26262) and Cybersecurity (ISO 21434) development principles. - Excellent planning, prioritisation and resource management skills.	- Experience with PREEvision or equivalent MBSE toolset. - Knowledge of CAN, LIN and vehicle communication architectures. - Experience within automotive, motorcycle or related transportation industries. - Experience defining engineering processes, standards and governance frameworks. - Experience leading digital engineering or engineering transformation initiatives. - Understanding of software development processes and electronic control systems. - Experience defining technology roadmaps and engineering strategies.
Personality and Motivation	- Strategic and systems-thinking mindset. - Strong leadership presence and ability to inspire high-performing teams. - Excellent communicator who can influence at all organisational levels. - Resilient, adaptable and delivery-focused. - Strong analytical and problem-solving skills. - Ability to balance technical excellence with programme delivery requirements. - Passionate about continuous improvement and engineering best practice. - Effective collaborator within multidisciplinary engineering environments.	
Appearance and Characteristics Circumstances	Well presented and professional in approach.	
	Flexible on working hours.	
	Willing to undertake UK and Overseas travel.	

