

JOB DESCRIPTION AND PERSON SPECIFICATION

Job title	Research Engineer
Reporting to	Wave Energy Scotland Senior Innovation Engineer
Direct Reports	None
Grade	F
Location	Edinburgh preferred – other HIE office locations will be considered
Duration	Fixed term – 18 months

Position overview

Wave Energy Scotland was established in 2014 as a subsidiary of Highlands and Islands Enterprise (HIE) to support to the development of wave energy technologies in Scotland.

As a Scottish Government funded initiative, Wave Energy Scotland (WES) has been tasked with bringing together the best engineering and academic minds to collaborate on innovative projects that will accelerate the development of wave technologies. Since establishment, the 14 staff members of the WES team have supported over 177 companies across more than 86 projects with a funding total of over £38M.

The objectives of Wave Energy Scotland recognise the significant value that has accrued to Scotland in the development of wave technology to date and the large global market that can be developed through further technological innovation. More information can be found on the WES website.

As part of its technology programme, WES has established a structured development process where developers are funded for discrete stages of R&D and then assessed through a competitive Stage Gate decision-making process. The best technologies are selected to move to the next stage of development.

Alongside this core programme, WES is engaged with various strategic projects which support and facilitate the development of wave energy technologies. This role will primarily be involved with one such project, DTOceanPlus, and will engage with opportunities for other prospective EU projects.

WES is part of the consortium delivering DTOceanPlus, a €6.7M project funded by the European Commission's Horizon2020 scheme with partners from across Europe. DTOceanPlus will accelerate the development of the Ocean Energy Sector by developing and demonstrating a suite of advanced software design tools for the selection, development and deployment of ocean energy systems.

WES is seeking to recruit a Research Engineer to play a key role in the development of the DTOceanPlus software tools. Main activities will involve requirements definition, software tool development, coding, testing and verification, and support of the integration of many partners' software contributions into a coherent package.

A key part of this role will be to bring fresh thinking to WES's work in this field, and make a positive contribution to HIE's continuous development as a progressive organisation where staff are empowered to use their full potential to benefit Scotland's economy. This is in line with our people values.

Key responsibilities

1. Conversion of functional requirements into technical requirements
2. Development of software solutions from technical requirements, including coding
3. Support of other consortium members in the development of technology assessment tool requirements by representing the needs of a Stage Gate process
4. Support appropriate processes to ensure successful integration of a set of software modules
5. Representation of WES in DTOceanPlus consortium meetings as required
6. Promote a climate of accountability, openness, collaboration and innovation
7. Ensure appropriate compliance with all aspects of HIE governance, including risk management and HIE audit and compliance requests
8. Ensure optimum use of internal management systems
9. Take responsibility for own learning and development, keep continuous professional development (CPD) records up to date

For developmental or operational reasons this role may occasionally contain some elements of work that are either more or less demanding than described above.

Salary and benefits

We aim to appoint at the minimum end of the salary scale to allow progression throughout the grade range.

This post comes with a competitive benefits package including: contributory staff pension arrangements which includes life assurance, generous annual leave entitlement, employee assistance programme and a variety of flexible benefits, e.g. cycle to work scheme, gym subsidy and other staff discounts.

Our commitment to equality and diversity

We are committed to recruiting, promoting and developing our people solely on the basis of their ability to contribute to HIE's objectives, without regard to their gender, race, disability, religion, national origin, ethnicity, sexual orientation, age or marital status.

HIE employs staff in offices across the Highlands and Islands and other locations in Scotland, encourages flexible working and seeks to employ people with different ideas, styles and skill sets, each able to contribute in complementary ways. This diversity

engenders a richer, more creative environment – one in which our people develop and clients are served better.

This diversity and the sharing of knowledge, skills and experience make us a stronger organisation. These are qualities we value and continue to enhance.

KEY CRITERIA	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Educated to degree level or equivalent in an engineering, science or related technical subject 	<ul style="list-style-type: none"> ▪ Higher level qualification in an energy related subject
Work experience	<ul style="list-style-type: none"> ▪ Experience of technology or software requirements definition and development ▪ Experience of evaluating technologies at various stages of the development process ▪ Experience of software coding, testing, verification and demonstration using real test cases ▪ Experience of collaborating with partners in international consortia 	<ul style="list-style-type: none"> ▪ Experience of operating in a public-sector funding environment ▪ Experience of energy, or more specifically wave and/or tidal energy technology ▪ Experience of working with industrial and academic organisations
Skills and abilities	<ul style="list-style-type: none"> ▪ Ability to define technology or software requirements ▪ Knowledge of technology or software verification and demonstration processes ▪ Knowledge of technology development processes ▪ Software coding skills ▪ Strong team working skills with drive and enthusiasm ▪ Excellent analytical skills ▪ Excellent written and presentation skills ▪ A good standard of IT literacy, including Microsoft office 	<ul style="list-style-type: none"> ▪ Literacy in technical software packages (e.g. MatLab/Simulink, SolidWorks etc.) ▪ Gaelic language skills (speaking, reading or writing)
Job circumstances	<ul style="list-style-type: none"> ▪ Willingness to travel frequently, including working at various WES locations (Edinburgh/Inverness) and attending meetings across Europe as required 	<ul style="list-style-type: none"> ▪ A full current driving licence

HIE has equal respect for Gaelic and English. We welcome any communication in Gaelic. We will respond to Gaelic communication just as quickly as we respond in English. Tha spèis cho-ionnanachd aig HIE airson na Gàidhlig agus na Beurla. Tha sinn a’ cur fàilte air conaltradh sam bith anns a’ Ghàidhlig. Freagarraidh sinn conaltradh sa Ghàidhlig ceart cho luath ‘s a fhreagras sinn sa Bheurla.