



Job description form

General information	
Job Title	Head of Systems
Company	Gill Research & Development Limited Gill Group R&D is the product design and innovation behind the Gill businesses. Broad engineering capabilities combined with unique technical expertise in measurement technologies deliver products designed to solve the market's most challenging problems.
Position summary	
The Head of Systems will provide strategic and technical leadership across Gill Research & Development Limited's systems and software functions, ensuring technology solutions support the company's innovation, operational, and commercial objectives. The role is responsible for leading and developing the systems team, defining technical strategy and architecture, establishing robust engineering standards, and overseeing the delivery of high-quality, scalable, and reliable systems and software solutions. Working closely with engineering, product, and business stakeholders, the Head of Systems will drive continuous improvement, technical excellence, and the successful delivery of projects throughout the full product lifecycle. As a key member of the leadership team, the Head of Systems will shape future technology capabilities, manage internal and external development resources, and ensure systems are aligned with current and future business needs.	

Main duties
• Leading and developing the systems engineering capability across the business. • Defining and governing system architecture, design standards and technical direction. • Owning system requirements, development planning, verification and validation activities. • Improving product quality, reliability, root cause analysis and performance. • Identify and manage technical risks, providing updates to stakeholders. • Establishing and maintaining systems engineering lifecycle processes, including requirements management, architecture definition, integration, testing and release readiness. • Collaborating with product, project, commercial and operational teams to translate business needs into practical engineering roadmaps and delivery plans. • Setting the strategic direction for systems engineering, ensuring capability, tools and processes support current and future business objectives. • Driving continuous improvement in engineering quality, delivery predictability and technical performance through effective metrics, lessons learned and best practice adoption.
Candidate requirements
• Bachelor's degree in a related engineering field, such as computer engineering, electrical engineering, or computer science. • 7+ years leading an embedded systems product development team • Familiarity with modern OS coding techniques, IP protocols, and hardware interfaces. • Strong experience in systems engineering, software engineering, embedded systems or a similar technical leadership role within a product development environment.



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- Excellent technical problem-solving skills, with the ability to investigate root causes, assess risks and make sound engineering decisions.
- Experience of managing, coaching or mentoring technical teams, supporting capability development and promoting engineering best practice.
- Strong communication and stakeholder management skills, with the ability to explain complex technical information clearly to both technical and non-technical audiences.
- Experience engaging and influencing senior stakeholders, customers, and cross-functional teams, translating complex technical concepts into clear business-focused recommendations.

Reporting structure

Head of Systems – VP Global Engineer

A position profile does not imply that the duties stated are the only ones to be performed by the incumbent. Employees will be required to follow any other reasonable job-related instruction as requested by their manager or a company director.