



Job description form

Position Profile

General information	
Job Title	Engineering Product Manager
Company	Group Product Development Gill 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.
Department	Gill Research & Development

Position summary

Gill R&D are looking to fulfil a Engineering Product Manager position that encompasses aspects of product management, project delivery and team leadership.

The Engineering Product Manager is accountable for maximizing the value of the product resulting from the work of the Team.

As a member of the Team, the Engineering Product Manager will provide clarity to the team about a product's vision and goal. All work is derived and prioritised based on the Product Goal to deliver value to all stakeholders including those within their organisation and all users both inside and out. Also identify, measure, and maximise value throughout the entire product's lifecycle.

Main duties

The Engineering Product Manager is accountable for effective Product Backlog (Requirements) management, which includes:

- Developing and explicitly communicating the Product Goal.
- Creating and clearly communicating Product Backlog Items (Requirements).
- Ordering Product Backlog Items.
- Ensuring that the Product Backlog is transparent, visible, and understood.

They will remain accountable for it being accomplished and for the value delivered and will work in conjunction with the Chief Product Officer for the team to populate the Product Backlog.

Far beyond Product Backlog management, it is critical for the Engineering Product Manager to earn the respect of the entire organisation in order to get the support they need for the decisions they make. This is key to a Product Manager success. These decisions need to be transparent in the Product Backlog, and through the Increment of work shared at the Sprint Review.

The Engineering Product Manager represents the needs of many stakeholders in the Product Backlog. If someone in the organisation wants a change in the Product Backlog, they need to discuss this with the Engineering Product Manager. The Engineering Product Manager should also be getting feedback from customers on the product. The Product Owner is responsible for choosing (and deciding the order of) work to be done to maximise the ROI of the team but will collaborate with (and operate within the constraints set by) the Chief Product Officer) to achieve this.

- Reporting progress of activities to other business stakeholders.
- Updating the business stakeholders on changes to risks.
- Raising likely changes to project timelines with business stakeholders as soon as they become apparent, together with the causes and efforts to minimise impact.

- Working with the Chief Product Officer to define and report any likely changes in project goal/requirements/timescales/costs required as a result of new commercial, stakeholder, or technical information.
 - Serve as Engineering Product Manager ambassador internally and externally, sharing knowledge and answering questions.
 - Being the Teams primary POC for other business stakeholders and comfortable dealing with Senior Management.
 - Identify and report any current or future project/activity conflict to the Chief Product Officer.
 - Manage incoming support requests (Technical support, purchasing, production...)
- Work with the Scrum Master and Chief Product Officer to agree recruitment needs.

Candidate requirements

- A minimum of 5 years of experience in new product development
- A minimum of 3 years in a Leadership or Manager of People position

Additional advantageous experience

- Project Management experience of developing complex electro-mechanical products.
- Experience of liaising with customers.
- Business case development.
- Requirements engineering experience.
- Product legislation awareness.
- Commercial acumen experience.
- Bachelor's degree (or equivalent) in related discipline Computer Science, Engineering, or similar field
- Leadership skills, management skills, knowledge of customer strategies, successful new product introduction experiences.

Person specification

- Engineering experience in a manufacturing environment.
- Ability to prioritise own work and work of others.
- 5 years' experience in a similar role.
- Organised and highly self-motivated individual, enthusiastic with initiative and delivery focused.
- Ability to work as part of a team and to lead a team.
- Good communication skills at all levels within an organisation.
- Ability to balance multiple projects.
- Hands-on experience managing all stages of the product life cycle.
- Creative and innovative thinking.

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.



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