



DRIVING THE FUTURE OF ELECTRIC VEHICLES

We are the world leader of in-wheel motors for passenger cars, light commercial vehicles and future transport solutions.

Protean Electric is an automotive technology firm with over 100 talented people globally. Our mission is to drive sustainable transport through innovation, and we are the imagination behind vehicles that travel further, perform better and use fewer components.

We believe that freedom of ideas, integrity of response, desire to improve, and collaborative thinking drive innovation. Joining Protean means working with talented experts across the organisation who value your ideas, empower you to make a difference, and encourage you to challenge yourself and others.

Software Manager

Farnham, UK

The Role

We are seeking the right individual to lead our Software Engineering team.

Main Duties & Responsibilities

The Software Manager's main responsibilities are threefold:

- Provide appropriate governance to the design, development and delivery of software
- Provide line management and leadership to the software team
- Facilitate efficient and effective cross discipline working

Reporting, Location & Travel

This role reports to the UK Engineering Director and has line manager responsibility for the Software Engineering team comprising Graduates, Engineers, Senior Engineers and Principal Engineers, as well as Contract Engineers. The role is based in Farnham, Surrey with occasional requirement for national and international travel, primarily to China.

Key Responsibilities

Responsibilities include, although are not limited to the following:

- Authority for software release
- Provide line management of the software team
- Work closely with the senior management team to ensure company and departmental objectives are defined and met

Cont/...

Key Responsibilities (Cont/...)

- Align, cascade and agree individual objectives to support overall achievement of the company and functional objectives
- Provide a strong interface with other functions, particularly Systems and Hardware teams
- Encourage and enable the team for delivery of work products considering quality and timing
- Perform reviews of work completed by the software team and manage changes
- Ensure requirements are available to the software team and manage non-conformance
- Contribute to the continued evolution of Protean's product development process and ensure that it is understood, managed and executed
- Develop, recruit and lead by example
- Support continuous improvement of relevant software systems and procedures

Relevant Skills & Behaviours

We value and measure ourselves against the following 'Best-Self' Behaviours:

- Pioneering
- Driven
- Tenacious
- Collaborative
- High Integrity
- Responsible

Successful candidates should be able to demonstrate the following relevant skills and behaviours:

- Exercise discretion and independent judgment in the performance of duties set forth above
- Ability to communicate verbally and through technical documentation in English
- Exhibit sound interpersonal skills including interfacing, coordinating and negotiating with company personnel, customers and suppliers
- Utilise computer skills to prepare and review appropriate reports and documents
- Make decisions using sound judgment while complying with policies, procedures, appropriate principles and applicable laws and regulations
- Ability to self-motivate and work with minimal oversight

Relevant Knowledge & Experience

Candidates should assess their suitability against the following essential and/or desirable relevant knowledge and experience:

Essential:

- Experience managing software engineering team and projects
- Experience of software estimation and planning
- Time management & prioritisation skills
- Sound knowledge of embedded software development using the C language
- Experience in auto-coding using tools such as Mathworks Embedded Coder or dSPACE TargetLink
- Sound knowledge of AUTOSAR
- Degree (BEng) in relevant engineering field
- Application of software design process
- Good understanding of functional safety standards such as ISO 26262
- Experience in deriving and developing software requirements
- Understanding of codes of conduct and ethical working



Cont/...

Relevant Knowledge & Experience Cont/...

Desirable:

- Knowledge of software testing including Hardware-in-the-Loop and Unit Test
- Experience of electric motors and the associated control systems
- Knowledge and experience of applying Automotive SPICE
- Knowledge of SysML
- Knowledge of VHDL
- Knowledge of PC development tools
- OEM/Tier 1 experience with software for vehicle ECUs
- Experience working with high power electric and hybrid powertrains

Employee Benefits

In return for a rewarding and fulfilling career, all Employees can look forward to receiving a competitive salary, plus a number of additional employee benefits:

- **Core hours:** we offer a flexible approach to working hours, with core hours available to all Employees, requiring them to be in the office between 10:00 and 16:00 each day, from Monday to Friday. This provides Employees with the flexibility to start work, and finish work at a time that is convenient to them providing a little more freedom to take into account the journey to work and family commitments.
- **Discretionary Bonus:** Employees are eligible to receive a discretionary bonus of up to 15% of annual salary; this is paid annually and is subject to meeting set agreed targets.
- **Life Assurance:** Employees are automatically enrolled into the company's Life Assurance scheme; this provides the sum of four times annual basic salary in the event of death during employment.
- **Pension Scheme:** Employees are automatically enrolled into the Company's Group Personal Pension Scheme, with the company matching contributions from a minimum of 5% up to a maximum of 7%.
- **Private Healthcare:** subject to completion of probation, Employees,, their partners and dependents, are able to join the company's private healthcare scheme with BUPA, in addition to an accompanying cash plan with BHSF.
- **Learning & Development:** Employees are encouraged to continue their career development with a variety of training courses and development opportunities available to them, including the offer of learning Mandarin.
- **Relocation:** we are able to offer a relocation package to assist Employees and their families when relocating to within a designated distance/duration from the company's offices.

Full details of the Employee Benefits are available upon request, or will be made available on provision of an offer of employment.

Should you wish to apply for this role, please e-mail your CV, covering letter and salary expectations to: ukjobs@proteanelectric.com – please be sure to **quote the full Job Title in the subject line** and read our Privacy Notice.

Thank you for your interest, we wish you every success with your application.

