

Systems Engineering Consultant

Engineer, Senior Engineer and Principal Grades



Locations: Cheltenham and Bristol

We're growing and are looking for experienced Systems Engineers to join our consultancy. You will have the opportunity to work with some of the UK's most complex, challenging and mission-critical programmes and have the opportunity to work with public and private sector clients across the Defence, Security, Energy and Nuclear sectors.

Our consultants come from diverse backgrounds, including engineering, science and information technology. They are technology savvy and have experience of the methods, standards and digital tools that support the full systems engineering lifecycle. Some have specific expertise in areas such as Model Based Systems Engineering (MBSE), systems architecting or requirements engineering including DevOps. What they all have in common is that they thrive on solving complex problems and applying systems thinking to challenges that directly contribute to UK national and defence interests.

If you join us, you will work on a diverse range of projects spanning the systems engineering lifecycle. You'll support everything from early concept development and strategic decision-making through to the delivery and assurance of solutions operating in complex environments where reliability, resilience, and performance are essential. Typical activities could include analysing and managing requirements for systems using cloud-based platforms, developing models to represent system behaviour, or supporting Verification and Validation (V&V) to ensure operational and user requirements are satisfied.

ABOUT YOU

Essential skills, qualifications and experience:

- Minimum of a STEM first degree or equivalent.
- Experience of applying systems engineering in a complex engineering, operational or highly regulated environment.
- Experience from at least one of the following sectors: Defence (Maritime, Land, Air or Digital), Security or Energy including Nuclear.
- Strong communication and stakeholder management skills, with the ability to engage and influence technical and non-technical stakeholders.

Depending on your background you will have knowledge and experience within one or more of the following:

- The use of systems engineering tools for requirements.
- Model Based Systems Engineering (MBSE) tools and frameworks (e.g. NAF, Rhapsody, Cameo, Enterprise Architect).
- The application of systems engineering in a digital context (e.g. business analysis, cloud migration, IT system architecture).

In addition, if you're applying for a Senior role or above you will be able to demonstrate your ability to:

- Lead the adaptation of systems engineering approaches to the client's context.
- Provide clear insight and recommendations to support critical decisions.
- Support challenging programmes where ambiguity, uncertainty and evolving requirements are the norm.
- Develop business and secure new opportunities.
- Provide technical leadership, mentoring and supervision to other engineers within a consultancy environment.

For applications as a **Principal Systems Engineering consultant**, you will join us with a track record as a Systems Engineering Consultant through leading teams and delivering solutions in a variety of contexts.

Desirable, skills, qualifications and experience:

- Knowledge of capability planning, enterprise design or operational analysis.
- Knowledge of the application of AI and other digital tools and techniques to systems engineering.
- Professional registration as an engineer.
- Linked experience from implementing or assuring cybersecurity or safety of systems.
- Other adjacent skills qualifications e.g. Project Management, Business Analysis or Change Management.

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BENEFITS

We are committed to supporting the health and wellbeing of all of our team. In addition to our competitive salary, pension and bonus scheme, we offer a comprehensive benefits package including life insurance, healthcare, Employee Assistance Programme (EAP) and a generous flexi-leave scheme designed to support you at every stage of your career.

EQUALITY, INCLUSION & DIVERSITY

Optima values diversity; it brings a new perspective and understanding to our working environment. We are committed to accelerate equality and creating an inclusive work environment where each of our people feels like they belong.

PERSONAL DEVELOPMENT

We support our team in developing individual personal development plans to meet their aspirations for career development and to grow the capability of the whole team. These plans drive internal and external training and help us identify the right project opportunities that will offer our team the development experience to progress their careers.

OUR WORKING MODEL

Whilst we have a hybrid working model, we also enable our team to work flexibly. Our offices are in Thornbury, and we do like to see people on a regular basis as it's good for us and good for them. In addition, as a consultancy we are always focussed on our client's requirements and these usually include part-time attendance at a client's premises.

SECURITY

Many of our projects are delivered within secure client environments and involve supporting sensitive and mission-critical programmes. Employment with Optima is subject to the successful completion of relevant security and employment screening requirements appropriate to the role, if not already held.

READY TO APPLY?

Send your CV (please limit to 2 pages) and some notes about why you are interested and what you can bring to the Optima team to recruitment@optimasc.co.uk

OUR COMMITMENT TO YOU

We believe in fair, transparent, and merit-based engagement with potential employees and we are committed to placing you at the centre of the recruiting process. All employment decisions shall be made without regard to age, race, sex, disability, pregnancy, marital status, sexual orientation, gender reassignment, religious background or any other basis as protected by applicable law.

Optima is a Defence Employer Recognition Scheme (ERS) Bronze Award employer:

- We are signatories of the Armed Forces Covenant.
- We're forces-friendly in practice (veterans, reservists, cadet volunteers, spouses/partners).
- We are committed to supporting the Armed Forces Community and are open to employing reservists, veterans, cadet instructors and military spouses/partners, and are aligned with the Armed Forces Covenant's principle of fair treatment for those who serve or have served.

