

Electronics Engineer -- PCB Design

Product Development - Advanced PCB Design

The matrix below sets out the competencies we assess for this role and the level expected at hire. We hire for trajectory: candidates strong on most rows with clear growth on the rest are encouraged to apply.

Competency - Expected level at hire

- Schematic capture and PCB layout (Altium) - Advanced - shipped designs
- Mixed-signal design - Advanced
- High-speed digital or RF layout - Working knowledge to Advanced
- DFM / DFT and production support - Advanced
- EMC / EMI pre-compliance - Working knowledge
- Component engineering and lifecycle - Working knowledge
- Bench debug and rework - Advanced

How we assess

Competencies are assessed across the technical conversation and team session using real project artefacts - yours and ours - rather than whiteboard puzzles. Reviewed annually with your lead as part of professional development.