

Senior Embedded Firmware Engineer

Product Development - Embedded Firmware

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

- Embedded C / C++ - Expert - leads architecture and review
- RTOS and bare-metal design - Expert
- Connectivity stacks (BLE, cellular IoT, LoRa) - Advanced
- Board bring-up and lab debugging - Advanced
- OTA, provisioning and device security - Advanced
- Mentoring and technical leadership - Advanced
- Regulated-domain development practice - Working knowledge

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.