
JOB DESCRIPTION - RESEARCH AND DEVELOPMENT (R&D) ENGINEER

Job Title: Research and Development (R&D) Engineer

Department: Product Development (R&D)

Reports To: Head of R&D

Job Overview

As an R&D Engineer at Trendie, you will play a pivotal role in the ideation, research, design, and development of innovative products and technologies that align with the organisation's strategic objectives. You will spearhead cutting-edge projects, conduct rigorous experiments, and collaborate with multidisciplinary teams to transform pioneering ideas into tangible market-ready products. This role requires a blend of creativity, technical expertise, and project management, with your contributions directly influencing Trendie's ability to maintain its competitive edge in a dynamic market.

Key Responsibilities

- **Product and Technology Development:** Lead the end-to-end development of new products, technologies, and processes in line with the company's innovation strategy. Your work will focus on identifying market opportunities, conceptualising new solutions, and translating ideas into functional prototypes.
- **Experimental Design and Testing:** Design, implement, and oversee complex experiments to validate new concepts, materials, and technologies. Ensure that experiments are methodologically sound and that results are critically analysed to inform further development and optimisation.
- **Cross-Functional Collaboration:** Engage with cross-functional teams, including product managers, designers, and manufacturing engineers, to ensure the seamless transition of new products from concept to commercialisation. Foster strong communication and cooperation across departments to drive innovation and product success.
- **Data Analysis and Interpretation:** Collect, analyse, and interpret experimental and operational data, using it to make informed recommendations on product design, feasibility, and improvements. Ensure data-driven decisions are at the forefront of R&D activities.

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- **Technical Reporting:** Prepare comprehensive technical reports, research documentation, and detailed presentations to communicate project milestones, research findings, and progress to stakeholders, including executives and external partners.
- **Compliance and Quality Assurance:** Ensure all products and processes meet relevant industry standards, regulatory requirements, and internal quality benchmarks. You will be responsible for maintaining adherence to legal, safety, and ethical standards throughout the product lifecycle.
- **Industry Monitoring and Innovation Trends:** Stay abreast of emerging trends, technological advancements, and competitor developments within the industry. Use this knowledge to guide the R&D team's efforts, ensuring the company remains at the forefront of innovation.
- **Process Improvement:** Continuously contribute to the improvement of R&D methodologies and processes, driving efficiency, enhancing outcomes, and promoting a culture of innovation and excellence.
- **Technical Support:** Provide advanced technical support to various departments, leveraging your expertise to address complex technical challenges and support broader company initiatives.

Qualifications and Experience

- **Education:** Bachelor's degree in Engineering, Materials Science, or a related field is required. A Master's degree or higher in a relevant discipline is highly regarded.
- **Experience:** Minimum of 3 years of demonstrated experience in research and development, product design, or a similar technical role, with a proven track record of successfully bringing products to market.
- **R&D Expertise:** Strong understanding of R&D methodologies, tools, and best practices, including hands-on experience with product development processes from concept through to commercialisation.
- **Technical Proficiency:** Competency in using engineering software and tools, such as CAD (Computer-Aided Design) systems, simulation software, and product lifecycle management tools.

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Skills and Competencies

- **Creativity and Innovation:** Demonstrated ability to think creatively and strategically, with the capacity to develop novel solutions to complex engineering challenges.
- **Collaboration and Teamwork:** Excellent interpersonal skills, with the ability to work effectively in a collaborative team environment. Capable of fostering strong relationships with internal and external stakeholders.
- **Communication:** Strong written and verbal communication skills, particularly in presenting technical information to both technical and non-technical audiences.
- **Technical Skills:** High-level proficiency in CAD software and engineering design tools. Familiarity with relevant industry-specific software and technologies.
- **Project Management:** Proven ability to manage multiple projects concurrently, ensuring timely delivery and high-quality outcomes while balancing competing priorities.

Working Conditions

This full-time position is based in both laboratory and office environments, requiring a balance of technical analysis, hands-on experimental work, and creative problem-solving. Occasional travel may be required for research purposes, external collaboration, or industry events.

Key Performance Indicators (KPIs)

- **Innovation Success:** Effectiveness in developing new products and technologies that align with the company's strategic goals.
- **Project Delivery:** Timeliness and quality of R&D project completion, ensuring that deadlines are met, and deliverables align with high-quality standards.
- **Contribution to Innovation:** Measure the impact and success of contributions to the innovation pipeline, including the advancement of new products and improvements to existing ones.
- **Compliance and Quality Adherence:** Ensuring that all R&D activities meet or exceed regulatory and quality standards.
- **Collaboration and Communication:** Evaluation of the effectiveness of cross-functional teamwork and stakeholder engagement.

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Company Values and Culture

At Trendie, we place a strong emphasis on innovation, excellence, and teamwork. As an R&D Engineer, you will be expected to embody these values in your daily work, driving the development of world-class products and technologies that distinguish Trendie as a market leader. We encourage a culture of continuous improvement, learning, and collaboration, ensuring that every team member has the opportunity to contribute meaningfully to the company's success.

Career Path

This role offers significant growth opportunities, with potential progression into more senior roles such as Senior R&D Engineer, R&D Manager, or Director of Product Development. There are also opportunities for specialisation in areas such as materials science, process engineering, or advanced product innovation, depending on individual career interests and organisational needs.

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