



Where Talent meets Opportunity: Join our Team

Job Title: Fire Engineer
Location: Glasgow or Leeds
Hours: 40 Hours per week

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1972

Company Overview:

At Pointer, we don't just offer jobs—we build careers. With over 50 years of excellence in electronic security and fire detection, we are a dynamic, values-driven company that thrives on passion, respect, integrity, delivery, and expertise. Our mission is to build a robust, resilient, sustainable, and successful business that supports our customers and colleagues through good times and bad.

Our 200-strong team across the UK is the heart of our success, contributing to our £24 million annual revenue and delivering outstanding service to some of the UK's top blue-chip companies. Many of our colleagues have grown with us, thanks to our well-established apprenticeship program and a culture that nurtures long-term career development.

What sets us apart? Our people-first approach. We foster an environment where every individual is valued, supported, and empowered to succeed. As an Investors in People Gold-accredited employer, we are committed to achieving Platinum status, ensuring our people have the tools, training, and opportunities to thrive.

At Pointer, you'll be more than just a colleague —you'll be part of a team that delivers with expertise, acts with integrity, and shares a passion for making a difference. If you're looking for a place to grow, innovate, and be valued, we'd love to hear from you.

Job Summary:

We are seeking a skilled and motivated Fire Engineer to join our team. In this role, you will be responsible for the installation, testing, and commissioning of fire alarm systems according to technical designs and industry standards. You will also perform regular maintenance and inspections, troubleshoot system faults, and provide solutions to prevent false or unwanted alarms. The ideal candidate will have a strong technical understanding of fire industry standards, be able to work within time and budget constraints, and deliver high-quality service to clients. You will play a crucial role in ensuring compliance with fire safety regulations, maintaining system performance, and fostering strong relationships with clients, suppliers, and subcontractors.

Key Responsibilities:

- Install, test, and commission fire alarm systems according to technical designs and industry standards.
- Perform routine inspections and planned maintenance activities to ensure optimal functionality of fire alarm systems.
- Fault-find, troubleshoot, and repair system malfunctions, identifying and addressing causes of false or unwanted alarms.
- Provide expert technical training and support to clients and internal team members, enhancing knowledge and system performance.
- Ensure compliance with fire industry standards and codes, guaranteeing all systems are installed and maintained to meet legal and regulatory requirements.
- Manage project timelines and budgets, ensuring that all installations and maintenance are completed within agreed time and financial constraints.
- Complete and submit all necessary documentation, reports, and system updates in a timely manner, adhering to company protocols.
- Cultivate and maintain strong, professional relationships with clients, suppliers, and subcontractors to ensure high levels of satisfaction and smooth project delivery.
- Take on additional responsibilities and tasks as requested by the Senior Management Team, contributing to the overall success of the business.

Qualifications and Skills:

- Strong working knowledge of fire industry standards.
- In-depth technical expertise in fire alarm and fire protection systems and designs.
- Physically fit with the ability to work at height.

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- Good understanding of health and safety practices, including risk assessments and method statements.
- Relevant electrical installation training or qualification.
- Knowledge of Honeywell, Siemens, and Hochiki fire alarm systems (training provided for the successful candidate).

Experience:

- At least 5 years of demonstrable experience in the fire industry is preferred, though relevant experience in similar fields may also be considered

Personal Attributes:

The ideal candidate will be highly technical, detail-oriented, and dedicated to maintaining high industry standards. You should be proactive in troubleshooting and resolving issues, with a strong focus on ensuring client satisfaction. A problem-solving mindset, excellent communication skills, and the ability to work independently or as part of a team are essential. You will need to be adaptable, willing to learn, and committed to continuous professional development. A strong sense of responsibility and reliability, combined with the ability to work under pressure and meet deadlines, will make you a great fit for this role.

What Makes You a Great Fit?

- Strong technical knowledge and experience with fire alarm systems and fire protection technologies.
- Proactive in diagnosing and resolving issues, ensuring systems function efficiently and safely.
- Dedicated to maintaining high industry standards and complying with relevant fire safety regulations.
- Excels at working independently while maintaining a collaborative approach with clients, suppliers, and colleagues.
- Able to meet deadlines, manage time effectively, and handle multiple tasks in a fast-paced environment.
- Strong communication skills, providing clear, professional service to clients and delivering technical support when needed.
- Committed to continuous learning and staying updated with industry trends and standards.
- Strong work ethic, reliability, and adaptability to changing work environments and client needs.

Benefits:

At Pointer, we don't just offer a job—we offer a rewarding career with benefits that support your growth, well-being, and work-life balance. Here's what you can look forward to:

Financial Security & Rewards

- Competitive salary with an annual review
- Company pension to help secure your future
- Employee referral scheme—recommend great people and get rewarded

Work-Life Balance & Flexibility

- Generous holiday allowance to recharge and unwind
- Flexible working options* to fit your lifestyle

Structured Career Growth & Development

- Career progression opportunities—we invest in your future
- Bi-annual career mentoring
- Training & professional membership support* to help you develop your skills

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Health & Well-being

- Life assurance for peace of mind
- Access to private GP services—because your health matters
- Annual flu jab to keep you feeling your best

Exclusive Employee Perks

- Employee discount scheme—save on top brands
- Company car* for eligible roles

*Some benefits are role-dependent.

Equal Opportunities Statement:

Pointer is an equal opportunity employer and values diversity. We welcome applicants from all backgrounds.

How to Apply:

Please send your CV to megan.mcinnnes@pointer.co.uk, alongside a cover letter of 500 words as to why you feel you would be a good fit to join our team.