



Where Talent meets Opportunity: Join our Team

Job Title: Project Engineer
Location: UK wide
Hours: 40 Hours per week

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SINCE
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:

As a Project Engineer, you will play a key role in supporting the Project Team in the technical and efficient execution of various Systems Integration contracts. You will be responsible for coordinating and managing day-to-day site operations, leading installation and commissioning activities, and overseeing both the engineering team and subcontractors. Your expertise will ensure the seamless deployment of advanced security systems, consistently delivering high-quality service that exceeds client expectations. You will ensure all work is performed in line with company standards, adhering to relevant British Standards, and prioritising performance, safety, and compliance at every stage of the project.

Key Responsibilities:

- Execute installations efficiently, ensuring adherence to contract budgets and timelines.
- Coordinate daily site activities, managing internal and external interfaces and subcontractor resources to ensure seamless progress.
- Build and maintain strong client relationships by liaising regularly and attending site meetings to keep them informed and satisfied.
- Collaborate closely with subcontractors on daily activities, ensuring smooth workflow and high-quality execution.
- Prepare and submit precise project reports as directed by the Project Manager, keeping stakeholders informed of progress.
- Complete all required paperwork with accuracy and efficiency, ensuring timely submission and compliance.
- Provide exceptional customer service at all times, going above and beyond to exceed expectations.
- Maintain clear and effective communication with the Project Manager and Supervisor, ensuring alignment and smooth project delivery.

Qualifications and Skills:

- Security Systems Knowledge: Strong understanding of security systems, including access control and IP CCTV security disciplines, as well as both integrated and standalone solutions.
- Regulatory Knowledge: Familiarity with CDM (Construction Design and Management) regulations; experience working within these guidelines is a distinct advantage.
- Networking Knowledge: Solid understanding of networks, network architectures, and client-server topologies, with the ability to apply this knowledge in real-world projects.
- Industry Qualifications: Relevant qualifications or hands-on experience in the electronic security industry, particularly related to systems installation and integration.

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Pointer Limited | Registered in Scotland no. 47359 | VAT registration no. 276 7523 68

Registered office: 65 North Wallace Street, Glasgow, G4 0DT



- Equipment Knowledge: Proficiency with industry-standard equipment, including:
 - Intruder Detection Systems (IDS): Galaxy, Pyronix, and Texecom
 - Access Control Systems: NEDAP, Paxton, and PAC
 - IP CCTV Systems: AXIS, PELCO, BOSCH, and HANWHA
 - Video Management Systems (VMS): Geutebreuk, Milestone, Cortech, and Indigo Vision
 - Intercom Systems: Zenitel, Command, and BPT
 - Perimeter Intrusion Detection Systems (PIDS): South West Microwave, Geoquip, and Gallagher
- Driving License: A current full driving license is required to travel to various job sites as needed.

Experience:

- Independent and Team Work: Proven ability to work both independently and as part of a team-oriented environment, ensuring successful project execution.
- Project Environment: Experience working in a project-oriented environment, with the ability to manage timelines, resources, and team coordination effectively.

Personal Attributes:

The ideal candidate will possess strong problem-solving abilities, demonstrating a proactive and solution-oriented approach to challenges on-site. With excellent attention to detail and a commitment to quality, they will ensure that every installation meets the highest standards of performance and safety. A strong communicator, they will be able to effectively liaise with both technical teams and clients, translating complex technical information into clear, actionable tasks. The candidate will thrive in both independent and team environments, showing initiative when necessary while being collaborative and adaptable to changing project needs. With a strong focus on time management, they will ensure projects are delivered on time, within scope, and to the client's satisfaction. Additionally, they will bring a strong commitment to continuous learning, staying up-to-date with evolving technologies in the security and systems integration fields.

What Makes You a Great Fit?

- Strong understanding of security systems, including access control and IP CCTV, with experience in both integrated and standalone solutions.
- Proficient in using industry-standard equipment such as Galaxy, Pyronix, Paxton, AXIS, PELCO, and more.
- Familiar with CDM regulations, ensuring compliance and safety on all projects.
- Solid understanding of network architectures, client-server topologies, and their application in security systems.
- Proven ability to work independently and as part of a collaborative team, ensuring smooth project execution.
- Excellent communication skills, able to effectively liaise with clients, teams, and stakeholders to deliver successful projects.
- Strong problem-solving skills, with a proactive approach to overcoming technical challenges.
- Highly organized with a keen eye for detail, ensuring quality control in every installation.
- Ability to manage multiple tasks and projects efficiently, consistently meeting deadlines.
- Current full driving license, with the flexibility to travel to different job sites as required.
- Must be eligible to work in the UK.

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

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- 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

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.mcinnes@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.