

# **Where Talent meets Opportunity: Join our Team**

**Job Title: Installation Engineer**  
**Location: UK wide**  
**Hours: 40 Hours per week**

## 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.

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## Job Summary:

Join our dynamic team as a Project Supervisor, where you'll oversee project teams, ensuring seamless execution from inception to completion. You'll coordinate activities and align goals with timelines.

Your role will involve managing resources, liaising with clients, overseeing procurement, and leading labour teams—whether directly employed or contractors. You'll monitor performance metrics, implement best practices, and conduct risk assessments to mitigate challenges.

With a hands-on approach, you'll be instrumental in guiding your teams through the entire project lifecycle by coordinating activities, aligning goals with timelines, whilst ensuring concise project documentation, and delivering a smooth completion of procedures. If you thrive in a fast-paced environment and enjoy leading cross-functional teams to success, this role is for you!

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## Key Responsibilities:

- **Team Leadership & Supervision** – Guide project teams, providing support and direction throughout the lifecycle.
- **Project Coordination** – Align activities with organisational goals and ensure timely completion.
- **Performance Monitoring** – Track project metrics and implement improvements for efficiency.
- **Stakeholder Management** – Maintain transparent communication with clients and project managers.
- **Labour & Resource Management** – Oversee direct employees and contractors, ensuring effective resource allocation.
- **Procurement & Supplier Coordination** – Work with suppliers to manage materials and sub-contract labour.
- **Risk Management** – Conduct assessments and develop mitigation strategies for potential challenges.
- **Process Optimisation** – Implement best practices and leverage project management tools for efficiency.
- **Project Completion & Documentation** – Ensure commissioning procedures are followed and client manuals are finalised.
- **Recruitment & Team Growth** – Proactively hire and develop top engineering talent.

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## Qualifications and Skills:

- **Client Relationship Management** – Proven ability to build and maintain strong client relationships, ensuring satisfaction and project success.

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- Team Leadership & Site Supervision – Track record of managing teams and overseeing on-site operations effectively.
  - Risk & Safety Management – Experienced in preparing high-quality Risk Assessments and Method Statements (RAMS) tailored to specific projects.
  - Health & Safety Compliance – Knowledge of CDM regulations and best practices for site safety, particularly within electricity substations.
  - Certifications (Preferred) – SSSTS or SMSTS qualification is highly advantageous.
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#### **Experience:**

- Strong background in security or M&E disciplines, with hands-on project execution experience.
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#### **Personal Attributes:**

The ideal candidate will demonstrate strong leadership capabilities with a proactive, hands-on approach to project supervision. A high level of organisational skill and attention to detail is essential, along with the ability to manage multiple priorities in fast-paced environments. Excellent communication and interpersonal skills are required to foster effective collaboration across teams, clients, and suppliers. The role demands a solution-oriented mindset, with a focus on continuous improvement, risk mitigation, and adherence to health and safety standards. A commitment to team development, project excellence, and operational efficiency is key to success in this position.

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#### **What Makes You a Great Fit?**

- Proven leadership experience with a strong ability to guide teams through the full project lifecycle.
  - Strong organisational skills and the ability to manage multiple priorities to meet deadlines.
  - Excellent communication skills, with the ability to build strong relationships with clients, suppliers, and team members.
  - Solid understanding of risk management principles and ability to implement effective mitigation strategies.
  - Experience in overseeing project coordination, from procurement to resource allocation, ensuring alignment with organisational goals.
  - Expertise in health and safety compliance, particularly within high-risk environments like electricity substations.
  - Demonstrated ability to drive process optimisation through the use of project management tools and best practices.
  - Experience in recruiting, training, and developing talent to enhance team performance and capability.
  - Track record of ensuring project completion, including commissioning procedures and documentation finalisation.
  - Must be eligible to work in the UK.
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#### **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

## 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.

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## Equal Opportunities Statement:

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

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## How to Apply:

Please send your CV to [megan.mcinnnes@pointer.co.uk](mailto: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.