



Where Talent meets Opportunity: Join our Team

Job Title: Trainee Projects 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:

We are seeking a motivated and ambitious Trainee Projects Engineer to join our team in Inverness, reporting to the Project Manager. In this role, you will work closely with experienced engineers to support the delivery of high-quality electronic security systems on large-scale industrial sites across the North of Scotland. This is an excellent opportunity for someone eager to build a career in the fire and security industry. You will receive hands-on training, gain valuable technical experience, and work towards independently leading installation projects in the future. We're looking for individuals who are proactive, enthusiastic, and committed to learning and professional development.

Key Responsibilities:

- Progressively develop the technical skills and practical knowledge required to become a qualified Installation Engineer, with hands-on experience in installing, configuring, and supporting CCTV, intruder alarm, and access control systems across various project sites.
- Work towards achieving relevant industry accreditations and certifications (e.g. ECS, IPAF, manufacturer training), supported through structured internal and external training programmes.
- Gain a thorough understanding of Health & Safety regulations and site protocols, learning how to implement safe working practices and contribute to maintaining a safe working environment for yourself and others.
- Support senior engineers and project teams on-site, assisting with installations, system testing, commissioning tasks, and customer handovers while gradually increasing technical responsibilities.
- Develop effective communication and teamwork skills by collaborating with engineers, project managers, and clients to ensure work is completed to high standards and in line with project timelines.

Qualifications and Skills:

- A keen interest in developing a career in the fire and security or electrical engineering industry.
- National 5s (or equivalent) in Maths, English, and a technical subject (e.g. Physics, Engineering Science, or Computing) – further education in a related discipline is advantageous.
- Strong problem-solving skills with a logical and methodical approach to technical tasks.
- Good communication and teamwork abilities, with a willingness to learn from experienced colleagues.
- A proactive attitude with a strong work ethic and a commitment to continuous improvement.
- Basic understanding of electrical principles or security systems (CCTV, intruder alarms, access control) is desirable but not essential.

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- Willingness to travel to different sites and work in varied environments across the applicable region.
- A full UK driving licence or working towards obtaining one would be beneficial.
- Ability to follow instructions, work safely, and adhere to health and safety practices on-site.

Experience:

- Basic understanding of or exposure to electronic security systems (CCTV, intruder alarms, access control).
- Hands-on experience with tools, cabling, or electrical work through education, work, or personal projects.
- Familiarity with health and safety practices in technical or site-based environments.
- Experience reading simple technical drawings or wiring diagrams.
- Any prior work experience demonstrating reliability, teamwork, and communication skills.

Personal Attributes:

The ideal candidate is proactive, enthusiastic, and eager to learn, with a strong interest in developing a career within the fire and security industry. They demonstrate excellent attention to detail and are committed to delivering high-quality work. With a strong work ethic, they approach challenges with a can-do attitude and a willingness to take on new tasks. They are reliable, punctual, and understand the importance of working safely and following instructions. A team player, they are also able to work independently when required, and they are always keen to build on their skills and knowledge to grow within the role.

What Makes You a Great Fit?

- A strong desire to learn and grow within the fire and security industry, with a passion for developing technical skills.
- A proactive, self-motivated attitude with a focus on getting hands-on experience and tackling new challenges.
- Strong communication and teamwork skills, with the ability to work effectively both independently and alongside experienced engineers.
- A high level of reliability and attention to detail, ensuring tasks are completed accurately and efficiently.
- A willingness to travel and work across a variety of sites, gaining valuable exposure to different environments and projects.
- A solid understanding of the importance of health and safety and a commitment to following best practices in all aspects of the role
- 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
- 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

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- 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.