



Test and Reliability Manager

The Company

Fluenta Solutions Ltd is a subsidiary of Fluenta AS, owned by Vista Holding Group which is a Norwegian based privately owned group primarily invested in by one individual called Sigurd Aase and his wife. Mr Aase is personally driven by Technology and Innovation rather than just profit and this is reflected in most of the organisations that make up the group and the 4,500 employees within them.

The principal business activity within the Vista Holding Group concerns kindergartens in Norway, however, Mr Aase has numerous other ventures including a hotel chain, a Viking ship reproduction company as well breakthrough technology businesses including an enzyme development organisation, a med-tech company (involved in innovative heart pumps) as well as Fluenta which uses ultrasonic sensing technology to measure a flare gas in the oil and gas industry.

➤ Fluenta AS

Founded in 1985, Fluenta is a global leader in the use of ultrasonic sensing technology for the measurement of flare gas primarily for the offshore oil & gas market. With a turnover of between £8 million and £10 million, Fluenta sells between 150 and 200 flare gas meters a year which gives them an estimated market share of 20%, with their main competitors being GE (who sold 200 meters in India alone last year) and Sick in Germany. The business manufactures products out of a facility in Poland and then has a number of sales offices in key oil & gas locations including the UK, Dubai, Houston and Kuala Lumpur, as well as numerous distributors and agents across the globe.

Fluenta's meters have the capability to operate at temperatures ranging from -70 degrees centigrade to +200 degrees centigrade. However, with the global market moving towards even lower and higher temperature ranges, it is important that the business broadens its product range to stay current. This is putting huge emphasis on the engineering and technical teams who are based in the UK (Cambourne, Cambs) and Poland (Gdansk) to develop new products which meet this demanding criteria.

➤ Fluenta Solutions Ltd

Founded in 2015, this services office is dedicated to Research and Development, Sales & Marketing and supporting the global sales effort.

For further information on the business, please visit www.fluenta.com

Augvald AS

Augvald is in effect a 3 year old pre-revenue start-up company funded by Vista Holding Group and is involved in the design and development of ultrasonic chemical sensing systems, which can be used in the military to detect chemical weapons and in the environmental sector for smart meters and smart farms, as well as ultrasonic particle sensing systems, again primarily for environmental use.

The business has a relationship with Stamford University in California where much of the development takes place, however this is likely to change later this year as the labs at this facility are not necessarily 'clean' enough and, with services being expensive especially with the amount of travel needed, a new development partner will need to be sought ideally closer to home (Southampton University is currently being discussed as an alternative option). To draw upon further expertise and to avoid having all of their eggs in one basket, Augvald has also just established relationships with the European Environment Agency and Oslo University.

In the time Augvald has been established, the organisation has built up a number of partnerships with academic institutions and universities but not necessarily industry and this is potentially holding up the company's ability to get products to market quickly. Partnering with industry is a key next step in the company's life cycle and so to spearhead this, they need to recruit a commercially sound CTO.

The short term aim for Augvald is to team up with industry in order to get the products in to the commercialisation phase and generate revenue (the current burn rate is £700,000 p.a), with the medium term aim of either licensing out the products or selling them directly. One option is for the products to be sold via one of the other business within the Vista Holding Group such as Fluenta AS, as although they service different markets, the products are still based on ultrasonic sensing technology.

The Role & Responsibilities

This position is a group role covering both Fluenta and Augvald responsibilities reporting to and supporting the group CTO. Whilst Fluenta currently focuses on ultra-sonic flare gas metering the focus of Augvald is more generally based in sensing and will likely change as relevant technologies are developed.

This role is tasked with creating, managing and operating the group test facilities as well as providing guidance for testing and reliability excellence including our key development partners. To create a cohesive team producing reliable and repeatable test results the coordination of all test facilities regardless of location and personnel is critical to success.

Management responsibilities

- Direct HR responsibility for all testing staff
- HSE of the test facilities
- Meeting all regulatory requirements (metrological, HSE etc)
- Providing training for all users
- Budget forecasting (+12, 3+12, 6+6, 9+3)
- Monthly cost control and reporting

Test facilities

Test facilities could be located inhouse, with a key development partner or a 3rd party developer

- Defining test facilities required at lowest cost and highest quality
- Creating specifications of required test equipment
- Creating financial justifications for inhouse Vs external testing
- Ensuring calibration and maintenance of all facilities is up to date
- Creating standard operating procedures for variation reduction

Design for Six Sigma (DFSS)

DFSS skills could be employed inhouse, with a key development partner or a 3rd party developer. It is likely that those involved have little or no experience with DFSS and will need training and support to execute correctly. Typical DFSS tasks would be

- Design of experiment
- Gage R&R
- Failure Modes Effects Analysis
- Root cause analysis

Technology and product development

- Translation of market requirements to technical specifications
- Product definition and design
- Validation and Verification
- Perform innovation and product development activities
- Provide the technical lead in internal and customer meetings
- Supporting Operations to ensure the smooth implementation to series production of developed product
- Contributing to the Technology Plan for the development and identification of new product opportunities
- Value engineering analysis and execution

Certification / regulatory approval

- Where applicable ensure test results adhere to all relevant standards that the product or technology will be subject to. This may be through previous experience or a third-party consultant/service
- Provide technical support and management of regulatory submissions as required

Project management

For the work packages or complete projects assigned to this role the responsibility of project management is also attributed as the company does not employ dedicated project managers. The project management demands are expected to be simple, concise and standardised in line with the other reporting activities executed within the business.

- Create discreet work packages within the overall project assigning responsibility to specific technical or functional leads
- Ensure each team member is fully engaged with clear deliverables after an effective kick off meeting
- Follow the company procedures within the Quality management system and specific product release processes e.g. F/W release through Alpha, Beta and production
- Track progress of project activities, ensure key development milestones agreed upon are achieved, and ensure program proceeds based on the agreed upon timeline

- Evaluate, highlight, and escalate unresolved issues, potential barriers to project progression, and resources constraints to the CTO
- Discuss any changes in the quoted program of activities with internal team members, sales and marketing ensuring that the changes are fully documented
- Manage open actions, meeting minutes, project risks and mitigations etc
- Forecast, manage and report on project costs
- Reporting on a weekly and monthly basis

Experience

- Degree level qualification in electrical engineering, mechanical engineering, physics or similar
- 5+ years' experience in testing and test facility management
- DFSS Green belt minimum (demonstrable project impact to be available)
- Prior experience in measurement systems or sensors is desirable
- Working in a regulated industry is desirable (e.g. ATEX, MID etc)
- Specifying test equipment
- Budgetary forecasting and control
- Working with multiple R&D locations

Personal skills

- Able to achieve results quickly and work with minimal supervision
- Excellent analytical skills and systematic approach to problem-solving
- Responsive nature, persistent, flexible and open minded
- Good communicator - verbal and written
- Eye for detail
- Keen to hit deadlines and overcome barriers
- Self-driven, desire to make an impact and drive positive change

Travel

Travel will be required to other company offices predominantly in Gdansk, Poland and to 3rd party suppliers, consultants and universities with the frequency and duration based upon project deliverables.