

Job Description

Job Title:	Senior Electronics Engineer	
Department:	Development Team	
Location:	Hong Kong or Shenzhen	
Country:	China	
Level:	Individual Contributor	
Reports To (direct line):	Head of Operations (Hong Kong)	
Reports To (dotted line):	Head of Product (UK)	
Role Type:	Full time and Permanent	
Contracted Hours/Days:	40 hours per week	Updated: 03.06.2025

About Us

Reveal Media specialises in Body Worn Camera systems that capture evidence from a first-person perspective. This equipment has a proven and major impact on crime reduction, abuse against the wearer and the associated cost reductions.

We have become the most successful European company in this rapidly expanding market and have sold our equipment to the majority of Police Forces in the UK as well as many local authorities and private organisations. Reveal Media has also sold into over 40 countries and is rapidly expanding its international activities.

It's an exciting time to work for Reveal as we continue to lead the world in the development and application of Body Worn Video Technology.

Purpose of the Role

Reveal is an exciting high-growth UK business that designs and manufactures technology solutions for the law enforcement and security sectors. The market for body worn video equipment, software and services is currently experiencing hyper growth in excess of 50% year-on-year.

As a leader in this market, Reveal is undergoing rapid change as we strive to keep pace and seize global market opportunities. The Electronics Engineer will continue to build on this success driving the excellence that sets us apart from our competitors. You will have responsibility to provide high quality technical knowledge on Electronic design and utilize strong experience to diagnose and troubleshoot an array of potential issues across Reveals entire product line. You will ideally have experience mobile data engineering and a good understanding of streaming through 4G.

Responsibilities

Hardware design & development of new products

- Responsible for designing circuits, schematics & PCB layouts and implementation, test and improve hardware in digital product development projects with schedule adherence.
- Responsible for the verification, problem analysis and solution of PCB design and modify, audio, EMC, thermal and Optics related for new and existing products.
- Responsible for designing, developing, testing, and optimizing radio frequency systems and components, including tasks like designing antennas, circuits, and communication systems, as well as troubleshooting and debugging RF equipment.
- Responsible for component choice and selection to meet specification and certification requirements
- Lead compliance engineers, manufacturing engineers and quality engineers to ensure compliance with customer specifications ensuring a high-quality product within cost targets.
- Coach design services firms manage the build & provide credible documents of build data
- Coordinate projects closely with the Head of Product Management to ensure timely product execution
- Work with design service firms, mechanical, firmware and manufacturing to secure the best option
- Independently research solutions, troubleshoot and resolve complex problems and provide actionable direction
- Coordinate closely with Head of Product Management on projects to insure timely product execution
- Report project status, escalate issues and communicate effectively in written and oral form with the product, quality, and customer support groups.

Comprehensive testing of pre-production products

- Responsible for validating designs by inspecting pre-production components and testing prototype and pre-production products against their original specification
- Reporting issues found in pre-production testing to supplier and implementing a plan for resolution of the issues

Continuous Improvement of existing hardware products

- Working cross-functionally with product managers, quality team, engineering, and customer support to identify issues as they arise, and provide solutions.
- Assist the QA department in identifying the necessary checks that will ensure quality throughout the life of new products
- Work closely with outside suppliers to identify, root cause, and solve product quality issues. A sense of ownership and drive is required to arrive at a conclusion and plan with suppliers

- Working cross-functionally with product managers, quality team, engineering, and customer support to identify issues as they arise, and provide solutions.

Qualifications, Skills and Experience

- Degree holder in Electronics Engineering or related discipline.
- 5 years experience in product design in portable digital products.
- Solid experience in GHz-band RF circuit design and testing, developing RF systems, components, and related hardware and software, including antennas, amplifiers, and transmitters.
- Solid experience in product EMC, circuit design, schematic capture and multi-layer PCB layout, product verification and follow up improvement.
- Strong technical background in hardware design such as Ambarella and Novatek CV platform and CMOS image sensors. Experience in baseband audio, acoustic design and power supply circuitry are needed.
- Solid experience in managing consumer electronic design through the full development life cycle especially manufacturing
- Understanding of mechanical, electrical and software product feature-sets and drive solutions.
- Fluent in both English and Chinese - high level of both verbal and written skills
- Multi-disciplined experience - recommended to have electrical and software background and/or experience in consumer electronics and ODM/CM development model and processes.
- Rapid learner of new technologies and tools
- Able to adapt to changing priorities and cooperate to support the company's project
- Extremely detail oriented, able to locate errors and correct promptly
- Extremely organized, functional, and resourceful with the ability think through process and come to resolution
- Must be willing and able to travel frequently to support designs and builds in supplier factory sites

Desirable experience and skills (advantageous but not required)

- Background working with third party manufacturers
- Experience driving OEM/ODM/EMS partners with high volume production and testing
- A passion for consumer electronic products, ideally prior experience with portable outdoor products
- Knowledge of cameras, optics, and lenses
- Knowledge of semiconductor package process technologies and equipment
- Ability to read mechanical design drawings and tolerances



-
- Fluency in the tools of quality assurance, control plans, distributions, etc.
 - Camera, phone, or other electronics test development
 - Mobile phone system design; specifically system integration and manufacturing experience