

Technical Trainer

Fulltime | Milton Keynes, Great Britain

Job summary

To manage and deliver high-impact technical training across the organisation's automation and engineering teams, enhancing employee safety, capability, and performance through a world-class Professional Development Plan (PDP). The Technical Trainer ensures the workforce remains highly skilled, compliant, and future-ready by developing and executing structured technical training strategies and content.

Duties and responsibilities include, but are not limited to:

- Manage and execute the organisation's Engineering Professional Development Plan (PDP) aligned with technical needs and safety priorities
- Design and deliver technical training courses
- Develop and maintain training aids, jigs, and practical exercises tailored to OEM/OCM standards and industry-specific requirements
- Deliver site-specific training modules aligned to employee progression goals and departmental requirements
- Author Technical Standard Operating Procedures in clear, standardised formats to support consistent and safe maintenance practices
- Maintain the Site Training Matrix and highlight to site leadership any gaps
- Mentor and coach automation apprentice engineers, supporting technical upskilling and hands-on development
- Act as a key liaison to senior engineering management, supporting workforce planning, skills forecasting, and succession planning
- Assist in troubleshooting and diagnostic activities alongside engineering teams to enhance operational knowledge transfer and drive continuance improvement

Skills/qualifications

Essential Criteria

- Level 4 qualification (e.g., NVQ Level 4, HND, national diploma or equivalent) in one of the following disciplines:
- Mechatronics Engineering
- Electrical or Mechanical Engineering
- Engineering Maintenance
- Electrotechnical Services
- Industry-recognised "Train the Trainer" certification



- Demonstrable time-served experience with complex control and automation systems
- Proven track record of technical problem-solving and fault diagnostics
- Experience coaching or mentoring technical staff, including apprentices
- Excellent written and verbal communication skills, especially in delivering training to varied audiences
- Strong understanding of health and safety practices in engineering environments

Desirable Criteria

- Experience developing formal training frameworks for technical roles
- Familiarity with digital learning tools, simulation software, or AR/VR-based technical training
- Background in L&D or technical education development
- Knowledge of regulatory training standards for automation in high-risk industries

Important behaviours to have in line with our company values

- Appreciation – Recognises the achievement of others
- Creativity – Is resourceful and innovative
- Courage – Willing to learn and try new things
- Openness – Always approachable and helpful
- Reliability – Consistently gives their best

Local benefits

Some locations have local benefits; please speak to a member of the management team.

