

Systems Engineering Consultant (Homeland & Defence)

Level: **Lead Engineer**

Location: UK (London / Cheltenham)

Job Type: Full-time (37.5 hours per week)

About Austin Elliot

Join Austin Elliot Consultancy - specialists in management consultancy for organisational and secure digital transformation within the UK public sector, looking to expand our footprint within similarly aligned industries in the private sector. Our mission is to become the SME of choice for digital transformation and build an AI centre of excellence. Our vision is to help organisations optimise their technical capabilities through the talent already within their teams. If you are passionate about making meaningful change with integrity, we would love for you to join us on this rewarding journey.

We are seeking an experienced and driven **Systems Engineering Consultant** to join our **Homeland & Defence Teams**, playing a key role in delivering innovative solutions for our clients; Defence Digital, Home Office, National Crime Agency, Ministry of Justice, Counter Terrorism Policing, the College of Policing, NHS and others. Working across our Homeland and Defence portfolios you will help shape and implement business and digital transformation initiatives that drive meaningful impact.

Who you are:

A credible, domain aware technical SME who is looking to bring their experience and acumen to a new capability, who is driven to develop an AI knowledge base and a team of AI engineers who can authoritatively and simultaneously reason about:

- mission/business outcomes
- delivery constraints
- platform capabilities
- organisational politics
- operational realities
- engineering trade-offs

You have the gravitas and awareness to build strong multidisciplinary teams in the face of entrenched governance, siloed reporting lines and fragmented ownership, to deliver genuine value.

What we're looking for:

- Proven experience as a Technology Lead, ideally on complex, multi-tier, or safety-adjacent programmes within the UK public sector, Homeland, or Defence environments.
- Grounding in systems engineering lifecycle disciplines; requirements engineering, functional decomposition, system architecture, integration planning, V&V strategy, and transition to service, applied on real programmes, not just in theory.
- Grounding in architecture frameworks and methods; (i.e. TOGAF) with the ability to apply these pragmatically rather than rigidly by the book.
- Strong system-of-systems thinking and experience designing architectures across heterogeneous technical environments; spanning software, hardware, networks, data pipelines, AI components, and human/operational elements.

- Experience in operational analysis and mission engineering; the ability to trace system behaviours back to mission objectives and validate that technical designs genuinely support real-world operational intent within a Homeland or Defence context.
- Understanding of responsible and AI adoption in secure government environments; including familiarity with public sector AI frameworks and the practical challenges of deploying AI in operationally sensitive or legally constrained environments.
- Familiarity with public sector engineering & architecture standards and governance; e.g. GDS Service Standard, Defence Lines of Development (DLODs).
- Ability to produce clear, authoritative technical / solution documentation.
- Experience leading or contributing to technical bid responses; including solution design, solutioning workshops, and the translation of client requirements into credible, costed proposals.
- Strong ability to communicate complex technical concepts clearly to non-technical audiences, and to influence and challenge at senior and executive level.
- Experience working across the full delivery lifecycle; discovery and solution definition through to build-phase oversight, technical assurance, and live service transition.
- Relevant advanced professional qualifications are expected; cloud certifications (AWS/Azure/GCP), BCS, TOGAF etc.
- SC clearance as a minimum, DV clearance expected, or eligibility for high-level UK security clearances.

What you'll do:

Austin Elliot's **Lead Engineering Consultants** act as the conduit between business and technology to optimise the whole system in context. You will be able to apply your core skillset as opportunity dictates into technical roles in multi-faceted supplier led programmes. Example roles: Technical Lead, Solution Architect, Systems Engineer, Enterprise Architect.

In this role, you will:

- Build, lead, and mentor technical/engineering teams, establishing governance, design patterns, and best practices, and championing a culture of technical excellence and continuous learning.
- Lead the end-to-end architecture of complex, secure digital systems, from requirements and discovery through to design, build oversight, and live service transition.
- Act as the primary technical authority and trusted advisor to clients; including engagement with CTOs, CISOs, and senior DDaT/SIRO stakeholders, translating strategic objectives into technically sound and secure deliverables.
- Contribute to Austin Elliot's engineering capability through the development of reusable architecture patterns, secure design playbooks, and internal communities of practice.
- Stay ahead of emerging technologies and government policy and translate these into actionable client insights and internal capability investment.

What we offer:

- Competitive salary with personal & company bonus scheme, plus business development commission
- Life Assurance, Private Medical Insurance, and Group Income Protection
- 28 days holiday (plus option to buy up to 2 extra weeks)
- Generous pension contributions with access to a personal financial advisor
- Car scheme available
- Hybrid and flexible working arrangements
- Opportunities to grow with an annual training budget
- Long-service benefits, including extra holiday, higher pension contributions, retention bonuses, and charitable contributions.
- Beautiful central Cheltenham offices
- Collaborative team culture with regular events

[Apply for this role](#)