ANYWAVES

SPACE, UNMUTED

JOB OFFER

Test & Validation Team Leader (M / F)

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About Anywaves

Anywaves has been at the forefront in electronics and embedded software for NewSpace applications since 2001, specializing in project management, design, testing, and production. With expertise in digital signal processing, telecommunications, electrical and mechanical engineering, we are driving the future of space technology. With a team of over 55 diverse, international professionals, Anywaves is a dynamic, tightly knit company that thrives on collaboration, creativity, and innovation.

Recently, EmTroniX joined forces with Anywaves, a leading European space antenna specialist, creating a stronger, more integrated space RF, electronics, antennas and payload subsystems group. This merger opens up exciting new opportunities to work on larger, more complex programmes, expanded international markets, and end-to-end satellite payload technology solutions.

About the Position

This role combines team leadership with practical engineering expertise. You work directly with hardware, test equipment and test setups, troubleshoot anomalies at the bench and help engineers and technicians resolve technical problems. Your goal is to deliver compliant, customer-accepted products on time while developing reliable, repeatable test methods and capabilities.

Key Responsibilities:

- Plan and coordinate test and validation activities, resources and priorities in line with project commitments.
- Ensure equipment, configurations, procedures and reports are available and ready for test preparation and execution.
- Prepare and pass test-related internal and customer gates, including TRRs and acceptance reviews; support First Article Inspections (FAI) and qualification campaigns.
- Participate in testing and bench-level troubleshooting; guide the team in interpreting results and resolving technical issues.
- Ensure compliance with customer, regulatory and internal quality requirements; maintain configuration control, traceability and data integrity, and support audits.
- Define and improve test methods, equipment and acceptance criteria; contribute to deployment in the new MAIT facility and digitalisation through ERP/MES systems.
- Identify and manage risks, deviations and blockers; escalate promptly and coordinate actions with Production, Industrialisation, Procurement, Engineering, Software and Quality.
- Act as a key technical and operational customer interface during test and validation phases.
- Lead and develop the team through recruitment, onboarding, training, coaching and regular feedback; promote rigour, accountability and continuous improvement.
- Monitor milestone delivery, customer acceptance, documentation quality and test repeatability to strengthen long-term MAIT capability.

Preferred Skills:

- Experience in space, aerospace or another sector with demanding qualification, reliability and traceability requirements.
- Familiarity with ECSS standards and EN9100 quality requirements.
- Experience testing RF, digital and mixed-signal electronics, particularly SDR or telecommunications products.
- Practical knowledge of oscilloscopes, spectrum and network analysers, signal generators and programmable power supplies.
- Experience with Test Readiness Reviews, qualification campaigns, FAI and customer acceptance reviews.
- Experience with environmental testing, including vibration, thermal cycling and thermal vacuum testing.
- Test automation, instrument control and data analysis using Python, LabVIEW or equivalent tools.
- Understanding of embedded software and firmware interfaces; ability to diagnose hardware-software integration issues with the relevant teams.
- Experience designing test fixtures and setups, and improving coverage, repeatability and execution time.
- Familiarity with ERP, MES or PLM tools for test data, configurations and reporting; working knowledge of French is an advantage.

Profile required

- Degree in electronics, electrical engineering, telecommunications or a related discipline, or equivalent practical experience.
- At least 5 years of relevant experience in electronic product testing and validation, including technical coordination or team leadership.
- Strong hands-on experience with electronic hardware and test setups, including bench-level troubleshooting and fault isolation.
- Ability to translate technical requirements into test procedures, assess results and provide documented evidence of compliance.
- Ability to plan activities, allocate resources and manage priorities to meet project milestones and delivery commitments.
- Experience with test documentation, configuration control and traceability in a structured quality environment.
- Ability to coach and develop engineers and technicians, including less experienced team members.
- Clear communication and confidence working with customers and cross-functional teams; rigour, autonomy and accountability.
- Professional proficiency in written and spoken English.
- The candidate must be eligible for a “SECRET” security clearance, in accordance with the national regulations as well as EU/ESA/NATO equivalents

What we offer

- Flexible working hours
- Lunch vouchers
- Homeworking opportunities
- Regular afterwork and team-building activities throughout the year
- A dynamic and collaborative work environment
- Challenging projects in an innovative environment

We invite you to submit your CV and cover letter, showcasing your motivation for the position and positive impacts to the company to **jobs@anywaves.lu**. Expose and demonstrate how your skills align with the job requirements to make a meaningful impact.

Start: as soon as possible
Contract type: Permanent
Location: Hautscharage, Luxembourg

In accordance with the General Data Protection Regulation (GDPR), your personal data will be processed solely for recruitment purposes. For any questions regarding the processing of your data or to exercise your rights, please contact dpo@anywaves.lu.