



UWI
ST. AUGUSTINE
CAMPUS

Design and Development Engineer

FURTHER PARTICULARS

Be part of a Great West Indian Tradition

The University of the West Indies (UWI) is a well-established independent university that serves 17 countries of the Commonwealth Caribbean: Anguilla, Antigua & Barbuda, The Bahamas, Barbados, Belize, Bermuda, The British Virgin Islands, The Cayman Islands, Dominica, Grenada, Jamaica, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent & the Grenadines, Trinidad & Tobago, and the Turks & Caicos Islands. [Read more ...](#)

Ranked Among the Best

Only Caribbean University Ranked Among BEST IN THE WORLD



- ▶ CARIBBEAN'S #1
- ▶ WORLD'S TOP 1.5 %
- ▶ LATIN AMERICA'S TOP 20
- ▶ WORLD'S GOLDEN AGE TOP 100
- ▶ IMPACT RANKINGS 2.5%

An innovative, internationally competitive, contemporary university deeply rooted in the Caribbean, The UWI is an international university, in every respect, with links extending beyond the region to well over 100 universities worldwide.

The Times Higher Education rankings in 2018 and 2019, placed The UWI as the number 1 ranked university in the Caribbean out of over 200 registered institutions across the region; and among the top 3% of some 2,000 registered universities in the wider Latin America and the Caribbean. In 2020 The UWI was ranked among the THE's top 100 "Golden Age" universities established between 1945 and 1967. [Read more ...](#)

About UWI

The first of UWI's five campuses began in 1948 at Mona, Jamaica, as a College of the University of London. The St. Augustine Campus in Trinidad & Tobago was added in 1961 and UWI achieved full university status in 1962. St. Augustine was followed by campuses at Cave Hill, Barbados (1963), the Open Campus (2008), and the Five Islands Campus in Antigua & Barbuda (2019). [Read more ...](#)

Our 8 Faculties

Teaching at the St. Augustine Campus takes place within eight faculties - Engineering, Food & Agriculture, Humanities & Education, Law, Medical Sciences, Science & Technology, Social Sciences, and Sport. Each Faculty offers a wide range of undergraduate and postgraduate programmes. [Find out more ...](#)

Get to Know Us

Visit <https://www.uwi.edu/> to find out more about The UWI. For more on the St. Augustine Campus, visit <https://sta.uwi.edu/>. Read the latest Campus news in our monthly publication, [UWI Today](#) and follow us on social media [Facebook](#), [Twitter](#), [Instagram](#), [YouTube](#), [LinkedIn](#).

About the FACULTY OF ENGINEERING

The Mission of the Faculty of Engineering is “to provide internationally recognised degrees in Engineering and to engage in impactful research and innovation”.

The Faculty of Engineering established in 1961 with 28 students, has now an enrolment of over 2000 students in the undergraduate and postgraduate programmes, distributed among the five Departments of Chemical, Civil & Environmental, Electrical & Computer, Mechanical & Manufacturing Engineering and Geomatics Engineering and Land Management. With such a large, growing student population, coupled with an academic staff complement of 80 members and a non-academic staff complement of approximately 200 members, the need for administrative support cannot be overemphasized.

The Faculty of Engineering is committed to the strategic objectives of the University but focuses heavily on three critical areas:

1. Curriculum and Pedagogical Reform (CPR) to improve the standard and quality of its academic delivery. Key here is the Faculty’s aim of full adoption of teaching and assessment methods based on well-defined programme and learning outcomes.
2. Innovation and Research in a connected and symbiotic relationship that targets regional development in the first instance.
3. Support Systems that embody:
 - a. A well-defined, efficient and effective support and enabling administrative systems and processes

- b. An infrastructure that supports the educational thrust
- c. An environment that provokes creative thought

Tenure of Appointment

Appointment as the Design and Development Engineer (Level III/II) will normally be for three (3) years in the first instance, with eligibility for consideration for renewal.

Subsequent to the first appointment, a member of staff who has served in an equivalent position in this or some other University for a period of six (6) years will be eligible for consideration for indefinite tenure

Appointment to this post is subject to the Charter of the University and to its Statutes, Ordinances, Rules and Regulations, including Statute 36 – Retirement of Members of Staff.

Further details may be obtained from the Campus Registrar, The University of the West Indies, St. Augustine, Republic of Trinidad and Tobago.

Research

Research in the Faculty of Engineering focusses on a range of theoretical questions in and beyond the Caribbean and its diaspora. For information on the research conducted, visit the Faculty webpage at <https://sta.uwi.edu/eng/>

The University of the West Indies supports the research activities of permanent members of staff by providing study leave, special leave for scholarly purposes, and sabbatical leave, as well as offering funding for research trips, fieldwork, institutional visits, conference participation and organisation. For more information on research funding, see

<https://sta.uwi.edu/research/research-funding>

Design and Development Engineer (Level III/II)

Qualifications and Experience

The successful candidate must possess at minimum, a Masters' degree from a recognised university, which should be in Engineering Design, Manufacturing, or Product Development.

Candidates should also possess:

- At least five (5) years' experience in Product Design, Development, or Engineering Project Management
- A proven record of innovation, applied research, or revenue generation through design or consultancy
- Comprehensive knowledge of manufacturing processes, materials science, and mechanical systems

Candidates with the following would have an advantage:

- PhD in Engineering
- Membership in a Professional Engineering Association
- Proficiency in CAD software and modern design tools
- Expertise in Solid Works Software or equivalent

The following would be considered assets:

- Certificate in university teaching and learning
- OSH Certification

- Experience in an academic environment and collaboration with industry or research institutions
- Familiarity with The UWI business processes

Key Responsibilities

Design, Innovation, and Development

- Designing and developing new engineering solutions, systems, and prototypes to address current and emerging industry challenges
- Leading the design, fabricating, and testing of equipment, instruments, and other engineering innovations for academic, industrial, or commercial applications
- Supporting research and development initiatives, working collaboratively with Faculty, students, and industry stakeholders to foster innovation and technology transfer
- Providing expert advice to staff and students on design, fabrication, and production of research and capstone projects

Research and Industry Collaboration

- Participating and leading in applied research projects that align with the Faculty's strategic objectives
- Engaging with industry partners to secure collaborative projects, funding, and opportunities for commercialisation
- Promoting sustainable and cost-effective engineering design practices that contribute to the Faculty's reputation for excellence and innovation

Workshop Management

- Exercising management responsibility for the Engineering Workshop, including the Machine, Carpentry, and Welding Shops
- Supervising approximately 20 staff members ranging from Chief Technicians to Maintenance Assistants and Cleaners
- Recommending and overseeing the procurement of materials, tools, equipment, consumables, and spares for use in workshops and laboratories
- Ensuring that all workshop operations meet safety, quality, and environmental standards
- Overseeing the maintenance, calibration, repair, and disposal of equipment in accordance with institutional policy

Teaching and Mentorship

- Serving as Lecturer and/or Examiner for designated courses and student projects within the Faculty
- Supervising and evaluating undergraduate and postgraduate design and research projects
- Mentoring students in design thinking, prototype development, and applied engineering practices
- Contributing to curriculum development and the integration of practical, industry-relevant experiences into academic programmes

Safety and Compliance

- Promoting and enforcing safety standards in laboratories, workshops, and public areas of the Faculty

Administrative and Advisory Roles

- Participating as a member of the Faculty Board and assisting the Dean's Office with

technical troubleshooting and problem resolution

- Providing technical assistance to the wider campus community, including fabrication and furniture design projects
- Maintaining detailed documentation of design processes, research findings, testing results, and project outcomes

Personal Attributes

The Campus places high priority on individuals of integrity who can work well in a team and student friendly environment. Candidates should also possess good communication and interpersonal skills. A good command of both oral and written English is essential.

Candidates should also:

- Possess excellent leadership and team management abilities
- Have strong analytical, problem-solving, and prototyping skills
- Have a good understanding of safety regulations and the OSH Act
- Be committed to quality assurance and continuous improvement
- Be creative and innovative
- Have the ability to manage multiple projects simultaneously
- Be willing to work flexible hours as and when required

Remuneration Package

Annual Salary Range:

Level II:

Minimum: TT\$ 254,136.00 per annum

Maximum: TT\$ 296,832.00 per annum

Level III:

Minimum: TT\$ 318,180.00 per annum

Maximum: TT\$ 353,760.00 per annum

Benefits:

- Special allowance of 6% of basic salary;
- Transportation Allowance of TT\$3,250.00 per month;
- Up to five economy class passages plus baggage allowance of US\$3,000.00 (TT\$ equivalent) on appointment and normal termination;
- Unfurnished accommodation at 10% or furnished at 12½% of basic salary, or housing allowance of 20% of basic salary to staff making own housing arrangements;
- UWI contribution of equivalent of 10% of basic salary to Superannuation Scheme;
- Annual Study and Travel Grant (available after the first year of service); - TT\$24,548.00 per annum
- Institutional Visit Allowance – (available after the first year of service) - TT\$7,200.00 per annum
- Book Grant – TT\$6,000.00 per annum
- Contributory Health Insurance – 50%
- Group Life Insurance Scheme

*The Registry
St. Augustine
File# 173/17
2026 April 23
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