Halma
safer · cleaner · healthier

Join a high-performing group with a purpose: to grow a safer, cleaner, healthier future for everyone, every day.

We are hiring for **Sr. Engineer – Manual Testing/Validation** in **Halma company Advanced**

Location	Business Unit	Report to
Bengaluru	Safety	Manager - Engineering

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.
Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Great Place To Work® Certified DEC 2025-DEC 2026 INDIA

BRITAIN'S MOST ADMIRED COMPANIES 2025 SECTOR WINNER ENGINEERING & MACHINERY

Detailed job description

About Halma company Advanced	Advanced (a Halma company) design and manufacture specialist control equipment for fire detection and its associated markets around the world. Advanced's products and systems are used in applications ranging from small, single-panel installations to huge multi-node networked systems covering multiple functions, all over the world. The company's fire control panels support a number of different third-party manufacturers' detection and notification protocols and form the basis for the company's fire detection systems worldwide.
	The Advanced R&D team is being expanded in Bangalore to further support the development.
	https://www.halma.com/our-companies/advanced
Position Objective (The purpose of role in current business/market scenario)	This senior position is key to the improvement of quality and effectiveness of software development projects. The focus is on continuous expansion of manual testing capabilities for both embedded and application software development.
	Working as part of the R&D team the successful candidate will execute and maintain the manual testing for Advanced. This will include co-ordinating support from the existing R&D team in addition to direct hands-on implementation work. Specifically, this will relate to system manual testing work on Embedded Products supporting the fire system components of the various Advanced systems and products.
	Being a part of R & D team in Advanced, Candidate must perform validation tasks independently/minimal support from peers and to ensure high quality deliverables from validation team. Candidate must have good understanding of embedded products and good knowledge on electronics.
Responsibilities (KRAs / deliverables / job expectations)	• Manual testing of embedded system product and software product. • Must be able to identify how the test team align within the organization and how the team would achieve the roadmap identified for the project and the organization. • Put out the Test Plan after discussions with the test team and have it reviewed and approved by the responsible stakeholders/teams. • Test case development for Embedded software & Firmware real-time control systems in safety-critical control equipment. • Involvement throughout the development process, right from understanding the specification of the customer and translating it into work scope. • Realization and delivery of saleable products within the time limits. • Peer reviews and testing.

- Provide post implementation support.
- Product Requirement Verification & Validation for Application and Firmware.
- Must identify the testing effort required and plan the required effort for the same.
- Maintain good Bug life cycle and ensure its closure.
- Maintaining the Advanced Fire lab for verification and validation and track & maintain the lab components.
- Closely work with all functions to deliver integrated solutions.
- Bringing best practices in Testing.
- Emphasise teamwork and collaboration promoting and positive team dynamic.
- Initiate the Test Planning activities for Test case design and encourage the team to hold review meetings and ensure that the review comments are incorporated.
- Maintain and ensure the safe work environment by following best practices like 5S, Lean principles and basic knowledge about electrical safety for people and product.

Critical Success factors (critical / high impact aspects of role)	- Deliver Embedded software solutions in-line with agreed expected quality. - Gain a working familiarity with existing Fire panel products and protocols. - Establish strong working relationships within the India and UK R&D teams. - Demonstrate effective Test Design, Test Development Testing & Report generation.
Academic qualification	- Bachelor of Engineering (BE/BTech) / Diploma in Engineering/M.Sc. /B.Sc. - Preferred ECE, Electrical, Instrumentation and Control System, Telecommunication, Power electronics, Robotics engineering.
Experience (exposure)	6-8 years of experience in Testing. - Nice to have - Working experience in Agile (Scrum) environment. - Knowledge on SDLC, STLC.
	Mandatory skill set: - Experience in Embedded Product Testing (Firmware, hardware, and software application). - Exposure/Experience in Test case Design & Development. - Exposure/Experience in Test bench setup for Integration and system testing. - Exposure/Experience in embedded product life cycle verification and validation testing. - Fire domain experience, Experience in delivering fire alarm system related, building management system or similar life safety critical/ industrial products.

Key attributes (critical functional competencies)	• Experience in Fire domain in installation, commissioning, and testing. • Experience in Embedded product life cycle. • Experience in handling post release issues and its life cycle. • Good in Handling trouble shooting equipment like Function Generator, Oscilloscope, power supplies etc. • Good understanding of basic electronics. Desired skill set (Nice to have): • Knowledge in wireless product. • Exposure to Automation & any scripting language will be added advantage. • Exposure to BDD, cucumber framework. • Experience with different fire panel brands which adhere to EN / UL standards compliance.
Competencies (fundamental skills and attitudes)	• Good Analytical & problem-solving skills. • Good communication skills. • Able to work independently. • Sense of ownership. • Process oriented.