Position Description

POSITION TITLE	Project Manager
REPORTS TO	Chief Scientist
LOCATION	UK (Hybrid- Gloucester, Gloucestershire)
EMPLOYMENT TYPE	Full-time
DATE	September 2026
SALARY	25 days annual leave + public holidays +5% matched pension contributions + ESOP + relocation allowance

ABOUT KRY10

Kry10 is a global technology company providing foundational security across critical embedded and agentic systems.
We work with those responsible for critical systems. From the operators to architects to strategic leaders working across critical national infrastructure, healthcare, defense, telecommunications, transportation. All the people who can't afford to get it wrong.
Our focused and growing team across the USA, UK, Australia and New Zealand builds resilience into the critical systems society depends on every day.
Our foundations are mathematically proven. KOS, our operating system based on a formally verified foundation, is built on seL4®, the world's most highly assured microkernel. We bring mathematical assurance to critical infrastructure, building resilience deep into the technology, right from the foundation.

Because critical should mean certain.

OUR VALUES

TŪTURU RANGATIRA KĪ TAHI
Authentic leadership with accountability

We will act and do what we say

RARU KI UTA, RARU KI TAI
Know what problem you're solving

We tackle the most important problems first

MATA-TIKA
Fair and reasonable with ourselves and others with accountability

We will always be fair and reasonable in all our dealings

RANGI RĀUA KO PAPA
Planet enhancing with accountability

We prioritise projects and partners that are actively protecting our planet

INU WAI, KAI RONA
Drink water, then eat the moon

We take achievable, pragmatic steps toward the larger goal

KAITIAKI
Guardianship

We bring great care and attention to our work – just like it is our own

MANA TINI, MANA TAHI
The success of the collective brings respect and success to the individual

Collective success is the only way to achieve the Kry10 mission

MOUMOU TE HURUHURU
Do not waste the feathers of the bird

We don't waste resources – all resources are efficiently applied to getting the job done well

POSITION PURPOSE

We're seeking a Project Manager to lead delivery of Kry10's engineering and customer programmes across the UK and Europe. You'll sit between engineering (kernel, platform, and security teams), leadership, and customers — many operating in defence, critical national infrastructure, and other regulated, security-conscious sectors — translating deeply technical work into clear plans, schedules, and status that stakeholders at every level can act on.

You'll need strong portfolio project management discipline, technical fluency, and stakeholder management skill, and be comfortable in an early-stage, fast-moving environment where market-facing delivery process is still being built.

Key Relationships

Internal	External
• Chief Scientist • Engineering teams (kernel, platform, security and formal verification) • Executive and product leadership	• UK and European customers (defence, critical national infrastructure, industrial) • Primes, system integrators and government-related organisations • Vendors and delivery partners

KEY ACCOUNTABILITIES

1. Project and Delivery Management
    - Own end-to-end delivery of engineering and customer projects: scope, planning, scheduling, budget, resourcing, and risk, from kick-off through to operational handover and acceptance.
    - Coordinate across embedded software, and security/formal-verification engineering teams to keep interdependent workstreams aligned and on schedule.
    - Track and report project status, financials, issues, and risks to internal leadership and customer stakeholders, escalating early and clearly.
    - Manage dependencies and compliance considerations tied to regulated environments (e.g. contractual security requirements, export considerations, customer accreditation processes).
    - Identify and manage project risk across multi-partner programmes involving vendors, systems integrators, and customer engineering teams.
2. Stakeholder and Customer Management
    - Act as the primary point of contact for UK and European customers — including defence, critical national infrastructure, and industrial customers — managing expectations, requirements, and communications across technical and executive audiences.
    - Build trusted working relationships with primes, system integrators, and government-related organisations engaged on active programmes.

- Translate Kry10's technical capabilities — formal methods, strong isolation, resilient architecture — into delivery plans customers understand and can act on.
- Support bid, proposal, and contracting processes with project-level input on scope, schedule, and resourcing.

3. Process, Resourcing and Continuous Improvement

- Support resource and pipeline planning across a small, fast-moving team, balancing multiple concurrent programmes.
- Help build repeatable project management structure, tooling, and process as Kry10's UK team and customer base grow.
- Work closely with executive, product, and engineering teams to align customer needs with technical readiness, and coordinate internal resources for meetings, demos, and milestones.
- Feed delivery and risk insights back to leadership, product, and engineering to inform roadmap and resourcing decisions.

KEY SKILLS AND EXPERIENCE

Essential

- Degree in engineering, computer science, business, or related field; equivalent professional or military veteran experience also welcome.
- 5+ years managing complex technical or engineering projects — ideally in embedded systems, cybersecurity, safety/security-critical software, or critical infrastructure/OT environments.
- Comfortable working directly with engineers on technical subject matter (operating systems, embedded platforms, security architecture) without needing to be the technical expert yourself.
- Strong stakeholder management and communication skills, able to flex between detailed engineering discussion and executive-level reporting.
- Experience managing project scope, schedule, budget, resourcing, and risk on live customer-facing projects.
- Comfortable operating in a small, distributed start-up environment with limited process scaffolding — you'll help build it.
- Based in the UK, with the right to work in the UK.

Preferred

- A recognised project management qualification (APM PMQ, PRINCE2, or PMP).
- Existing relationships with engineering system integrators or CNI operators; familiarity with commercial collaboration frameworks.
- Experience with UK public sector procurement and export controls advantageous.
- Familiarity with seL4, microkernels, RTOS, embedded Linux, or other safety- or security-critical systems.
- Experience with OT/ICS environments (e.g. SCADA, DCS) or formal verification-adjacent engineering.

SUCCESS MEASURES

- On-time, on-budget delivery of engineering and customer projects against agreed scope and quality.
- Effective risk and dependency management across multi-partner projects, with issues escalated early.
- Quality and clarity of stakeholder communication and reporting, internally and with customers.
- Progress in building repeatable project management process as the UK team scales.

HOW TO APPLY

- Please submit your CV and a short covering letter to **recruitment@kry10.com** with the subject line: **UK Project Manager – [Your Name]**
- We want to know why you're interested in this role: in your covering letter please give us a brief overview of your professional interests and how these relate to your interest in this role.
- Please send any questions about this role or the application process to **recruitment@kry10.com**
- We'd like the successful candidate to start ASAP (ideally October). Our process is typically a couple of short calls, and an in-depth conversation on-site in Gloucester.

Kry10 is an equal opportunity employer. All qualified applicants will receive consideration for employment. This role is subject to security, export control and/or contractual restrictions: appointment will be conditional on the successful candidate being able to meet these requirements, including eligibility to work in the UK. Any security or export control requirements will be assessed fairly and in accordance with applicable law. We welcome applications from disabled candidates and are happy to discuss reasonable adjustments at any stage of the recruitment process.