



Hardware Test Engineer II

Have a passion for electronics and the aviation industry? Want a full-time opportunity that combines them and directly impacts the National Airspace System (NAS)? Constellation Aviation Solutions (CAS) has a program that does just that! CAS is a professional technical services contractor responsible for providing planning, engineering, coordinating, and onsite field services activities to ensure FAA operational policies, standards, processes, and procedures are met prior to integrating new systems into assigned NAS facilities. We invite you to put your talents to work for us and our customers. We are searching for a motivated, responsible Hardware Test Engineer ready to join our team of technical professionals who interact directly with our customers to bring about modernization of government mission-critical systems and infrastructure.

As the Hardware Test Engineer, you will be part of the Implementation Team that works independently to provide hardware installation, testing, and system validation. In this role, you will take ownership of the end-to-end testing process, ensuring that hardware components and integrated systems perform reliably and meet design specifications. You will collaborate with hardware designers, systems engineers, and field staff to define test requirements, acceptance criteria, and validation strategies.

This position plays a critical role in the development lifecycle by designing and executing test procedures for hardware components and integrated systems. You will conduct hands-on testing, document findings, and collaborate with engineering teams to troubleshoot and resolve issues.

Your responsibilities include developing automated and manual test processes, analyzing test data, and generating comprehensive reports to support system verification. You will also support cross-functional teams by ensuring that test activities align with system requirements, quality standards, and reliability objectives. You must be a self-starter capable of managing test efforts independently, while also working collaboratively with geographically dispersed teams comprised of government personnel, contractors, and engineering professionals to meet project goals and customer expectations.

RESPONSIBILITIES:

- Work closely with Implementation teams in hardware implementation efforts to ensure successful integration and deployment.
- Work closely with Second Level Engineering, Implementation Leads, Local SSC Manager, and Airport Authority to coordinate and schedule activities at airports.
- Develop, execute, and maintain test procedures for validating hardware components and integrated systems.
- Perform hands-on testing of electronic hardware to verify performance, reliability, and compliance with design specifications.
- Collaborate with hardware design and systems engineering teams to define test requirements and acceptance criteria.
- Analyze test data, identify anomalies/failures, and work with engineering teams to resolve issues.
- Support the development of automated test setups and tools to improve efficiency and accuracy of testing processes.



- Participate in design reviews by contributing test-related insights and identifying potential risks or failure points.
- Document all test results, procedures, configurations, and anomalies in a clear and traceable format.
- Ensure test activities adhere to industry standards, safety regulations, and quality assurance protocols.
- Interface with cross-functional teams—including software, systems, and manufacturing—to support integrated testing efforts.
- Provide technical input on system reliability, testability, and validation strategies throughout the product lifecycle.

QUALIFICATIONS:

- Must hold a Bachelor's degree
- Must have a minimum of 10 years' experience in a position with similar responsibilities
- Familiarity with FAA standards such as FAA-G-2100, FAA-STD-019, and FAA-C-1217 are beneficial
- Must be able to read, write, and speak English fluently
- Must be proficient in MS Office products (Project, SharePoint portals, and Teams) and Jira
- Candidate must be able to pass a drug screening as part of the Pre-employment process

LOCATION: This position is remote.

TRAVEL: It is estimated this position will travel **75%** within the U.S.

SECURITY: Candidate must be a United States citizen or a resident alien who has been lawfully admitted for permanent residence in accordance with the Alien Registration policy established by the U.S. Immigration and Customs Enforcement. Candidates must also be able to submit to and complete the appropriate background investigation and security via the Standard Form (SF) 85P, Questionnaire for Public Trust Positions.

BENEFITS:

- Comprehensive medical, optical, and dental insurance for employees and dependents
- Paid time off
- (10) company holidays
- Matching 401K
- Remote work flexibility
- Life insurance
- AD&D insurance for employees
- Tuition Assistance
- Flexible Spending
- Bereavement Leave for an immediate family member