

High Growth Advisor - FinTech

Department	Innovation and Industry Engagement (https://www.strath.ac.uk/workwithus/glasgowcityinnovationdistrict/)		
Directorate	Innovation and Industry Engagement		
Staff Category	Administrative and Professional	Reference No	555557
Reports To	Head of Industry Engagement & Commercialisation	Grade:	9
Salary Range:	Commensurate with the skills and experience of the candidate and the seniority of the role	Contract Type:	Fixed Term (up to April 2025)
FTE	1.0(35 hours per week)	Closing Date	30/10/2023

Job Advert

Glasgow is a vibrant city where the FinTech sector is growing at an unprecedented rate. Many large financial firms have established their product development centres in Glasgow: JP Morgan, Barclays, Morgan Stanley, Virgin Money, Tesco Bank and many more. With a highly skilled population and a growing tech start up scene, University of Strathclyde has prioritised the FinTech Cluster (one of six strategic clusters at the University of Strathclyde) as part of our plans to develop the next phase of the University's Technology & Innovation Zone located within the Glasgow City Innovation District.

Following the Chancellor's announcement in the Spring budget 2023, to accelerate innovation across the UK in clusters with high growth potential, a one third share of £100m has been allocated to Glasgow to accelerate the growth of "high-potential innovation clusters" in "transformative" R&D projects.

A bid led by FinTech Scotland, in collaboration with the University of Strathclyde and the University of Glasgow, has received funding to establish a Financial Regulation Innovation Lab. This Financial Regulation Innovation Lab (herein the 'Lab'), a first for the UK, builds on the FinTech Scotland Fintech Research & Innovation Roadmap published last year, highlighting the opportunity for more research and innovation in financial regulation. This initiative aligns itself with the UK Government Science and Technology Framework published in March 2023 to put the UK at the forefront of global science and technology. This will be a unique environment bringing together FinTech entrepreneurs, large UK and global financial services firms and technology enterprises, regulators, universities and third sector bodies to drive financial innovation in addressing financial regulation opportunities and challenges.

The role-holder will support the development of the Lab and work closely with the University's Industry Engagement and Innovation Directorate, the University's FinTech Cluster Lead and Fintech Scotland's Strategic Innovation Director. The role-holder will support the delivery of the Innovation Call series for the Lab – a series of demand-led challenges set by industry that will be launched, with subsequent awards provided to successful FinTech companies to develop solutions to these challenges - and the resulting industry engagement activities.

The immediate task for the newly appointed High Growth Advisor will be to support the development and coordination of the Innovation Call series (detailed below) linked to the delivery of the Lab and support key engagements between the University of Strathclyde, FinTech Scotland and University of Glasgow to deliver and scale up support to the FinTech ecosystem in Scotland linked to this programme.

With extensive relevant leadership experience, gained from significant business experience in digitally transforming leading companies in the financial sector, the role of High Growth Advisor will be integral in shaping and directing an effective interface between the diverse range of stakeholders who engage with the Lab. The role holder will build effective networks, sector relationships and multi-party collaborations through strong negotiation skills, business acumen and strategic vision.

Job Description

Brief Outline of Job:

The High Growth Advisor will be an experienced and influential individual with significant digital transformation experience in the UK's financial sector and will be a key part in delivering the Lab with FinTech Scotland. The role holder will report to Strathclyde University's Head of Industry Engagement and Commercialisation, and the Strategic Innovation Director for the Lab. The role-holder will have significant impact on the development of the Lab and Glasgow's fintech ecosystem, enabling large-scale initiatives through robust relationships with the financial sector. Experience with the private sector is paramount to the role.

- The High Growth Advisor will work closely with early-stage start-up companies, more mature SMEs and established larger corporations who engage with the Lab. The High Growth Advisor will provide bespoke one-to-one support and advice, accelerating the companies' growth ambitions.
- Priority assignments will be to companies who have successfully secured funding under the Innovation Call series that the Lab will run over the course of the (initial) two-year project timeframe, where the High Growth Advisor will be responsible for supporting assigned companies to optimally leverage the developed product and/or service in support of their respective growth strategies.
- Reporting to the University's Head of Industry Engagement and Commercialisation, the High Growth Advisor is a senior role that provides an exciting opportunity to tactically support the goal of positioning of the Lab as a Glasgow-based global leader in financial regulation innovation that can deliver impact across the UK and beyond. The High Growth Advisor will work closely with the Strategic Innovation Director at FinTech Scotland to develop the Lab towards this goal and support the implementation of the Lab's innovation strategy in Financial Regulation.
- The High Growth Advisor will work with the FinTech Cluster lead at Strathclyde and the Industry Engagement and Innovation Directorate to leverage the actionable research programme and the industry engagement activities of the Lab towards securing additional external funding (e.g. through Innovate UK calls, Knowledge Transfer Partnerships, etc.), where opportunities arise, further supporting growth in the companies that engage with the Lab.

During the initial stages of development, the High Growth Advisor will work closely with the Strategic Innovation Director on developing a wide range of networks, relationships, and contacts across the FinTech sector, on further supporting the fintech related capability and capacity within Glasgow, and on building the industry innovation proposition for the Lab.

Main Activities/Responsibilities:

1.	Support FinTech Scotland in the development of an operating plan that delivers the Innovation Call series for the Lab.
2.	Develop a framework to support companies in the articulation and implementation of appropriate growth strategies, with the aim of optimising the impact of their engagement with the Lab, particularly in respect of new product and services innovation.
3.	To implement the support framework, providing one-to-one advisory and support sessions for companies engaged in the Lab, with priority assignments across the companies awarded funding under the Innovation Call series.
4.	Have overall responsibility for setting targets, Key Performance Indicators (KPI) and reporting, in line with the expected outcomes of the Lab's impact, particularly with economic growth and impact.
5.	Engage through meetings and networking events with partners and stakeholders to grow the international reputation of the FinTech Cluster by promoting the Lab's expertise, and industry outcomes and benefits derived from current industry partnerships developed across the Lab and Strathclyde.
6.	Meet with and engage the Lab's stakeholders as required to support the successful development of locally based FinTech start-ups and scale-ups to ensure that the Lab becomes an international exemplar for how to enable financial regulation innovation at scale.
7.	Support the Lab in complying with agreed governance arrangements and legal obligations, and the agreed objectives of the project within the Glasgow Innovation Accelerator Programme.
8.	Undertake other duties as appropriate to the role.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E.1 First degree in a relevant subject or equivalent qualifications and experience.

D.1 A Masters degree in a relevant subject is preferred.

D.2 Member or Fellow of senior Professional Institute.

Experience

- E.2 Extensive professional experience in the financial services sector, demonstrated through a series of progressively more responsible and influential work roles.
- E.3 Significant senior leadership experience in business networking, building relationships to deliver organisational success and achieve high levels of staff engagement and performance.
- D.3 Experience in the domain of financial regulation innovation, the central focus of the Lab.
- E.4 Engagement in the delivery of large projects to time and budget, meeting and exceeding client requirements and expectations.
- D.4 Proven track record of collaborating with business, academic and public sector partners to deliver shared objectives.
- D.5 Experience of working with Universities, Colleges or Further Education establishments within a research and innovation context.

Job Related Skills and Achievements

- E.5 A proven track record in managing and supporting organisational development.
- E.6 Demonstrated resourcefulness in setting priorities and guiding a programme of activities, in particular to support business development.
- E.7 Strategic thinker, with the ability to support companies in identifying, developing and exploiting new business opportunities.

Personal Attributes

- E.8 Team player who can effectively interface with all levels of stakeholders.
- E.9 Strong negotiating ability and leadership skills showing self-confidence and self-awareness with the ability to influence and deliver through others.
- E.10 Demonstrable ability to foster relationships and influence a broad range of national and international partners.
- E.11 A person who can lead by example, and who uses soft-power skills, listening, persuasion and engagement to provide leadership.

Other Relevant Factors

- D.6 An understanding of the University of Strathclyde's values and an ability to demonstrate how they deploy them in their professional life.
- E.12 A commitment to equality, diversity and inclusivity.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Your supporting statement should provide examples of how you meet the criteria outlined in the person specification.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Dr Catherine Breslin, Head of Industry Engagement & Commercialisation (catherine.breslin@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

