

Head of Business Development & Strategy

Centre	National Manufacturing Institute Scotland (NMIS) (https://www.nmis.scot/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Administrative and Professional	Reference No	629396
Reports To	NMIS CSCO	Grade:	10
Salary Range:	Competitive	Contract Type:	Open Contract
FTE:	1 (35 hours/week)	Closing Date	Sunday, 14 July 2024
Holidays	31 annual leave & 11 public holidays Option to purchase additional holidays		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) plus external training if required		
Family Friendly Benefits	Generous parental leave provision and options for flexible working		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies		

Job Advert

The University of Strathclyde is a leading international technological institution and has a long history of working with industry to deliver strong business growth from access to research and innovation expertise. The latest major initiative continuing to deliver on this track record is through the National Manufacturing Institute Scotland (NMIS).

As a magnet for innovation in advanced manufacturing, the National Manufacturing Institute Scotland (NMIS) group of specialist R&D centres, supports manufacturing, engineering and associated tech businesses of all sizes, to thrive domestically and internationally through accelerating productivity, embracing new digital technologies and achieving net-zero targets. We turn smart ideas into reality and deliver ground-breaking research.

Coming from diverse backgrounds and disciplines, our passionate team works alongside industry, academia, and the public sector to solve problems, train the workforce of the future and generate the creative ideas that will transform manufacturing. Ultimately, we are growing the economy, developing a vibrant and skilled talent pool and helping create prosperous, sustainable communities.

The Head of Business Development & Strategy is a key role in NMIS and includes; supporting the development and execution of the NMIS strategic business plan, leading strategic Industry engagement activities, supporting activities to secure growth and deliver industrial impact, managing business development processes & performance, growing a portfolio of major investment

opportunities and co-ordinating commercial activities between NMIS and the University. A key expectation is for the role to work across the NMIS team to significantly improve industry engagement, industrial impact and commercial income.

To be considered for the role, applicants will be educated to a minimum of Degree level in a relevant discipline (e.g. Engineering or Physical Sciences), coupled with relevant work experience or PhD in an appropriate discipline. You will have significant experience of working in or with industry in a leadership role, significant experience of working with UK manufacturing industry, experience of project management and delivery in a technical/industrial environment and commercial awareness partnered with a strategic mind-set. You will have experience of delivering projects, and proposals and writing succinct business reports and presentations suitable for industrial customers and experience of developing compelling strategic plans and business proposals. Practical experience of industry-led research or innovation projects and preferably associated funding routes. You will have a track record of successfully translating industry needs into R&D projects or proposals, experience of planning and organising own and others' workload effectively with limited supervision from senior colleagues, proven people and change management skills and experience of listening, engaging and persuading, and presenting complex information in an accessible way to a range of audiences, including senior management.

Job Description

Brief Outline of Job:

To support the development and execution of a strategic business plan for NMIS, where the main objective is to deliver transformational industrial impact, while ensuring NMIS has a rapidly growing commercial income pipeline (in excess of £100m over the next 5 yrs) to underpin a bold ongoing investment programme.

This will be enabled by significantly increasing industrial engagement and facilitating the formation of large co-funded industrial research and capability delivery programmes, in conjunction with government agencies and the wider research community.

To lead the Business Development team and wider BD resources across the NMIS Group, supported by specialist teams within the University.

Main Activities/Responsibilities:

1	Alongside the CSCO, work closely with leaders of individual NMIS Centres, across multiple sites, to develop and execute complementary business plans that meet the overall NMIS strategic business plan. Including the development of new operating models that encourage entrepreneurial thinking, leading to new ventures and investment opportunities.
2	Support early-stage scoping and launch of large cross-NMIS programmes until the activity transitions to a dedicated programme team, ensuring ongoing support for effective delivery in line with NMIS values and expected commercial outcomes.
3	Develop proposals to ensure industry and wider commercial income meets growth targets and broadly achieves the HVMC 1/3rds model.
4	Support the development of new 'business focused' cultural thinking across NMIS, including commercial awareness, financial literacy and entrepreneurial thinking, that will lead to sustainable finances and a growing portfolio.
5	Lead and manage the central Business Development team and wider NMIS BD activity, ensuring that staff are in place and effective, supported and that a programme of strategic initiatives is created and maintained in line with the NMIS business plan. Develop/improve the capability of staff within the Business Development team and other staff involved in BD activity, motivating and mentoring them to ensure that they meet current and future requirements. Act as a senior point of escalation.
6	Provide business case oversight and a portfolio of future business opportunities in support of the NMIS investment strategy.
7	Coordinate NMIS resources in the capture and maintenance of industry insights and market analysis in a form that can be exploited across the NMIS group.
8	Work across the NMIS Group to develop major commercial project opportunities with key team members & stakeholders. Ensure engagement within NMIS and the University to energetically pursue new commercial opportunities.
9	As required, represent the CSCO with senior stakeholders including customers, funding bodies, research networks, Catapults, trade bodies and potential members to maintain positive relationships, exploit emerging opportunities maximise income and growth and ensure NMIS is meeting ongoing commitments.

10	Act as one of the main NMIS links with the University's CCO team and Major Projects group, ensuring that NMIS and the University's overall strategic plans align.
11	By understanding the needs of industry and challenges facing them, identify opportunities for collaboration between companies with aligned interests, in existing and new supply chains, and across the Scottish landscape for innovation and skills. Build strong industrial relationships, formulate compelling business proposals and establish high impact industrial collaborative programmes.
12	Ensure NMIS and University BD & Commercial support (scale and responsiveness) meets the needs of the NMIS strategy and industry expectations.
13	Build a strong network internally and externally, to enable exchange of information, forming relationships with customers, suppliers and colleagues to enable future collaboration.
14	Define and maintain roadmaps and other records of strategic direction as required to support major programmes, bids and on-going relationships.
15	Provide effective leadership of the Business Development team and deputise for the CSCO across the Centres as required. Lead problem solving related to business development issues and provide mentoring and management leadership across the Centres, as required.

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)

E1 Good first degree in a relevant discipline (e.g. Engineering or Physical Sciences).

E2 Relevant work experience or PhD in an appropriate discipline.

D1 Membership of relevant Chartered/professional bodies (including the Higher Education Academy).

Experience

E3 Significant experience of working in or with industry in a leadership role

E4 Significant experience of working with UK manufacturing industry

E5 Experience of project management and delivery in a technical/industrial environment.

E6 Commercial awareness partnered with a strategic mind-set.

E7 Experience of delivering projects, and proposals and writing succinct business reports and presentations suitable for industrial customers.

E8 Experience of developing compelling strategic plans and business proposals.

Job Related Skills and Achievements

E9 Practical experience of industry-led research or innovation projects and preferably associated funding routes.

E10 Track record of successfully translating industry needs into R&D projects or proposals.

E11 Experience of planning and organising own and others' workload effectively with limited supervision from senior colleagues.

E12 Proven people and change management skills

E13 Experience listening, engaging and persuading, and presenting complex information in an accessible way to a range of audiences including senior management.

Personal Attributes

E14 Excellent verbal and written communication skills, with an ability to interact with a variety of stakeholders.

E15 Demonstrable ability to understand and resolve complex problems.

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.

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 Siobhan Campbell, Chief Strategy and Commercialisation Officer (siobhan.campbell@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.

Interviews

Formal interviews for this post are anticipated to be held in August 2024.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

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.

