

Head of Strategic Planning

Department	Advanced Forming Research Centre, Department of Design, Manufacture and Engineering Management (www.strath.ac.uk/dmem/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Knowledge Exchange	Reference No	104363
Reports To	AFRC CTO through the Head of Department*	Grade:	9
Salary Range:	£50,618 - £56,950	Contract Type:	Open Contract
FTE:	1 (35 hours/week)	Closing Date	21/01/2018

Job Advert

The University of Strathclyde in Glasgow possesses a large internationally rated Engineering Faculty with a proud history of successful joint ventures with industrial and enterprise partners. The Advanced Forming Research Centre (AFRC), based at Inchinnan near Glasgow's International Airport, has now been operational for eight years during which time Industrial, Academic and Government partners have worked together to establish a world leading research facility for the shaping of materials. The centre works closely with major industrial companies including Rolls-Royce and Boeing, and since 2011 it has been a part of the UK High Value Manufacturing (HVM) Catapult. Since its launch the AFRC has achieved a rate of growth and industrial engagement which has surpassed expectations. As well as consolidating its primary strength in forming and forging technology, the centre is now developing its ability to support businesses wishing to innovate and will act as a focal point for high value manufacturing in Scotland.

This renewed focus and the level of success enjoyed by the AFRC to date have meant that, the centre needs to increasingly align itself to emerging product and sector developments. In particular a range of national and global opportunities including vehicle electrification, green steel (and other sustainable circular economy models), through-life engineering, and next generation supply chain models are all likely to become strategic growth areas for the centre. The successful applicant will be responsible for managing the full end-to-end process of building new areas of innovation focus for AFRC, from concept development, and securing of funds, through to launch and have a leading role in the strategic development plans for AFRC on an ongoing basis. This will include liaison with a wide variety of stakeholders in government, UK and global industry, the HVM Catapult, and the University of Strathclyde.

The post holder is expected to have a good degree in a relevant subject with significant experience in a related role. You will preferably also possess the knowledge, skills and experience normally associated with a PhD for example in a relevant area of research; though we will exceptionally consider candidates with equivalent industrial experience. You will have an established track record in addressing complex and ambiguous challenges, as well as experience of taking a leading role in major projects.

The post holder will have the ability to work autonomously, plan and prioritise their own workload, with minimal input from senior management and be able to deal with complex problems presented to them by colleagues. The post holder will also need significant experience of project planning and delivery, as well as excellent communication and interpersonal skills, with a proven ability to interact with and influence a range of stakeholders from industry and academia.

Job Description

Brief Outline of Job:

The aim of this role is to provide a stronger link between the AFRC research agenda and the needs of industry at product, sector and market level. Effectively the post-holder will be responsible for the long range balance of technology capability supply, with industrial demand. The role will focus on developing programmes which are linked to industry and sector need rather than promoting the materials and process technology expertise of the AFRC.

This very demanding role is focused on

- establishing the case for, and contents of the next phase of strategic growth of the AFRC through establishing new strategic themes and sector level programmes.
- utilise technology roadmapping and other relevant technology management techniques to provide a clear line of sight between sector level product and market trends, and the specific technology offering of the AFRC.
- Influencing sector level funding bodies including ATI and APC, and Scottish bodies such as Zero Waste Scotland and Scottish Enterprise to establish directed funding opportunities aligned to emerging strategic needs
- Defining an innovation strategy which aligns the needs of key industrial sectors with the capabilities of AFRC such that the centre continues to enhance performance of UK manufacturing innovation on an ongoing basis.

Main Activities/Responsibilities:

1.	<p><u>Strategy Development</u></p> <ul style="list-style-type: none"> • Undertake market research, utilising a number of methods, to develop a clear picture of the industry and sector needs and drivers. Identify opportunities for strategic development of new projects or appropriate areas of activity and lead/contribute to the development of such ideas. • Utilise technology roadmapping and other relevant technology management techniques to provide a clear line of sight between sector level product and market trends, and the specific technology offering of the AFRC. • Development of an effective AFRC Growth strategy with particular emphasis on providing a clear line of sight between sector / market needs (as outlined in UK industrial strategy) and the pragmatic application of AFRC technologies and capabilities
2	<p><u>Leadership</u></p> <ul style="list-style-type: none"> • Work with minimal senior level direction to establish an AFRC Growth programme and to ensure buy-in to this programme from the full technical team. Manage the strategy development process of linking sector needs and market needs and opportunities into large scale project activity at a practical level. • Lead sector level engagement events to ensure that the AFRC Growth vision, strategy and plan are linked to market needs. • Lead regular workshop activities with AFRC Tier 1 and Tier 2 membership groups to drive the creation of technology supply chains which meet the need to link core capabilities with market needs • Lead discussions with AFRC leadership to determine business propositions, contents and operating principles for new strategic programmes. • Develop recommended programme content and collaboration partnerships to obtain support from the relevant stakeholder groups with Strathclyde, HVM Catapult and AFRC. • Develop a 'strategy programme' which creates a suitable level of pace and frequency of discussion around the development and execution of a Strategic Technology Programme • Report on programme progress to AFRC senior management and key external stakeholders, regarding progress (work-plan and financial), key issues and risks.
3.	<p><u>Funding</u></p> <ul style="list-style-type: none"> • Map target sectors and key stakeholders (industrial / government / academic / RTO / commercial) and develop a systematic engagement plan to position the AFRC appropriately at the strategic level • Develop vision statements and associated programme content and likely collaborative partners aimed at addressing identified sector level strategic themes • Develop investment cases suitable for discussion, review and support by a range of senior stakeholder groups and funding bodies • Actively seek knowledge exchange funding and secure it as far as is reasonably possible. • Develop consortia and actively seek and bid for funding in the £10-20m range to support a number of strategic themes.
4.	<p><u>Partnerships</u></p> <ul style="list-style-type: none"> • Work with HVM Catapult Core Team, and partner centres to plan all aspects of the delivery target programmes, and with the AFRC leadership team to develop and deliver the business proposition. • Work with a variety of internal stakeholders to ensure a viable programme concepts are fully developed and consistent with the AFRC Business plan, the HVM Catapult mission, and university strategy and values. • Operate within the AFRC leadership group to select improvement/change projects and oversee the integration of these improvements into the AFRC Growth plan to ensure improvement of overall AFRC delivery.

	<ul style="list-style-type: none"> Liaise with AFRC marketing and events staff to develop a viable events programme to raise interest and awareness in new propositions, ensuring that the marketing team are clear on the strategic direction and key messages to be communicated.
5.	Engage in continuous professional development in support of the above.

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 undergraduate degree in a relevant subject (Management, Engineering)

E2 Practical experience and / or qualification in Technology and Innovation Management techniques

E3 Relevant PhD or equivalent professional experience

D1 Relevant post-graduate qualification (Management, Engineering)

Experience

E4 Significant relevant experience in an engineering or academic environment with a focus on strategic collaboration.

E5 A successful established track record of accomplishment in a role which develop practical plans from ambiguous customer needs

E6 A successful established track record of successfully driving collaboration

E7 A proven record of excellence in converting strategy into meaningful activity.

E8 Experience of working with sector and trade bodies to extract industry level needs develop these into definable requirements.

E9 Sufficient knowledge, skills and credibility to establish and maintain a network of senior stakeholders within external partnerships.

E10 Demonstrable successful track record of working with and influencing senior management

E11 Experience in managing and controlling large and complex budgets.

E12 Experience in risk management within a complex environment

Job Related Skills and Achievements

E13 Highly resilient and with interpersonal skills which enable the development of effective working relationships with staff at all levels across the University

E14 The ability to assimilate, and make both strategic and pragmatic judgements on, a broad range of technical subject areas

E15 Highly developed technology and innovation management skills.

E16 An ability to influence through team work, and help colleagues to make informed choices.

E17 Experience of leading complex stakeholder relationships

D2 Demonstrable track record in winning bids for public funding

D3 Expert knowledge of change management tools and techniques.

Personal Attributes

E18 Ability to develop and present a compelling vision for a range of target audiences (including senior levels).

E19 Experience of communicating to senior management and the ability to actively contribute to senior forums.

E20 Experience of developing innovative solutions, including the development of proposals and procedural developments and/or reform to meet stakeholder requirements and of contributing to strategic planning.

E21 Proven analytical and interpretational skills, including the ability to understand large amounts of complex information (e.g. finance budgets, resource plans, sector strategies), and make recommendations for the AFRC and Strathclyde response.

E22 A strategic thinker with a track record of leading high value and complex projects

E23 Excellent team skills as a leader and participant.

E24 High levels of personal motivation and the ability to quickly establish priorities, to delegate and to multi-task to tight deadlines

E25 Creativity in the development of ideas which take complex needs and convert them into clear, understandable propositions

E26 Thought leadership in the area of manufacturing and technology strategy

E27 Ability to assess market information and make accurate judgments about the impact of market drivers and trends on strategy

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview 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 Dr Michael Ward, Chief Technology Officer (Michael.Ward@strath.ac.uk/0141 534 5224).

Conditions of Employment

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

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 will be held in February 2018.

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 women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

