

NMIS – Skills Director

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	336528
Reports To	NMIS CEO	Grade:	AA06
Salary Range:	Commensurate with the skills and experience of the candidate and the seniority of the role	Contract Type:	Open Contract
FTE	1	Closing Date	14/12/2020

Job Advert

The University of Strathclyde is a leading international technological university and a socially-progressive entity focused on delivering excellent teaching, useful learning and world-class research. We are known for forging strong collaborative links with industry, government, business and the third sector and we are a multi-award-winning University, including the Times Higher Education Awards and Times Higher Education Leadership and Management Awards.

The National Manufacturing Institute Scotland is a bold and ambitious group of industry-led manufacturing research and development facilities transforming skills, productivity and innovation, helping to make Scotland a global leader in advanced manufacturing.

The National Manufacturing Institute Scotland is at the heart of the Advanced Manufacturing Innovation District Scotland in Renfrewshire. It is operated by the University of Strathclyde and supported by Scottish Government, Scottish Enterprise, Highlands and Islands Enterprise, High-Value Manufacturing Catapult, Skills Development Scotland, Scottish Funding Council and Renfrewshire Council.

The team works with manufacturing businesses of all sizes from across the manufacturing and engineering sectors to:

- Increase productivity by reducing barriers to innovation
- Stimulate investment and increase manufacturing competitiveness
- Drive job creation and strengthen supply chain links
- Inspire and attract talent and equip current and future workforces with the skills they and businesses need
- Catalyse job creation and strengthen supply chain links
- Provide leadership, build collaborations and enhance capability to influence adaptation and exploit manufacturing opportunities to boost Scotland's transition a net zero emissions economy by 2045
- Work with manufacturing businesses of all sizes and multiple sectors, providing benefits across the whole of Scotland

We are now seeking to appoint the Skills Director, who will lead the development and delivery of NMIS' Manufacturing Skills Academy, including the education, training and skills programmes ensuring that NMIS remains at the forefront on manufacturing innovation nationally and internationally.

As a member of the NMIS Senior Management Team, the Skills Director will also oversee the coordination of collaborative educational provision with other NMIS affiliated institutions.

To be considered for the role you will be educated to Degree level in a relevant discipline and have significant relevant leadership experience in a similar role. You will have extensive, relevant leadership experience with the ability to manage and develop multiple groups of professionals with varying backgrounds and levels of experience. You will have experience of managing large teaching/training programmes and have experience of leading the development and delivery of educational and training programmes that have significant impact, preferably within an engineering/manufacturing setting. You will have experience in financial planning and controlling budgets; a proven track record in securing funding for large scale teaching/training programmes; and a deep understanding of the industry-academia landscape. You will have the capability and capacity to drive continuous organisational development a proven ability to work collaboratively, foster relationships and influence a broad range of national and international partners.

Job Description

Brief Outline of Job:

You will lead the development and delivery of NMIS' education, training and skills programmes ensuring that NMIS remains at the forefront on manufacturing innovation nationally and internationally. You will oversee the coordination of collaborative educational provision with other NMIS affiliated institutions.

Main Activities/Responsibilities:

1.	Develop the education and skills strategy for NMIS ensuring alignment with impact and benefit to industrial partners and skills availability across Scotland relevant to the future of manufacturing;
2.	As part of the NMIS Senior Management Team, contribute to the planning and delivery of the NMIS Facility, the NMIS strategy and business plan, and the recruitment of staff within the Institute with a particular focus on the Manufacturing Skills Academy;
3.	Work with a range of external partners including Skills Development Scotland, Scottish Funding Council, SRPe and further and higher education providers to define and develop educational provision aligned to the future of manufacturing in Scotland that spans from apprenticeships to higher degrees to CPD provision;
4.	Lead, guide and support the Head of Skills Programmes, on the development and leadership of the core teaching programmes for the Manufacturing Skills Academy, with an initial focus on CPD provision for the manufacturing sector in Scotland aimed at leaders and up-skilling of existing workforces;
5.	Lead, guide and support the Head of Skills Capability, on the development and implementation of appropriate systems for NMIS education, training and skills management, to ensure the delivery to members and clients of a range of high quality outputs at the forefront of manufacturing technologies;
6.	Provide leadership in the delivery of NMIS objectives and targets associated with education and skills development, working closely with other members of the NMIS Senior Management Team to ensure that appropriate programmes and resources are in place to satisfy anticipated demands and that targets for student numbers, income and success rates are achieved;
7.	Play an active and visible role internally and externally aimed at building relationships that promote skills and education which meets the needs of the manufacturing community across Scotland;
8.	Manage the development of a strategic framework for academic quality for the Manufacturing Skills Academy, taking cognisance of relevant quality frameworks associated with the University, SDS and other partner organisations;
9.	Ensure that methods of teaching and learning and related pedagogic practices are reviewed in response to industry and individual need, new demands and developments in learning technology, including further development of digital delivery as appropriate;
10.	Ensure outstanding learner journeys for all programmes delivered by the Manufacturing Skills Academy and other centres as appropriate;
11.	Liaise and interact with relevant University academic activities i.e. the Engineering Academy, the Flexible Learning Centre and Engineering Online, as appropriate;

12.	Lead the development and submission of proposals to secure funding for teaching development activities and support and guide other team members establishing their own leadership in this area.
13.	Champion the equality and diversity agenda, including active engagement with initiatives such as Athena Swan;
14.	Undertake the role and lead others in a style that embodies the University's Values.

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 Educated to Degree level in a relevant discipline;

D1 Membership of relevant Chartered/professional bodies.

Experience

E2 Extensive relevant leadership experience with the ability to manage and develop multiple groups of professionals with varying backgrounds and experience levels, and supporting the development of diverse teams;

E3 Substantial experience of leading the development and delivery of large teaching and training programmes for industry, that have significant impact, preferably within an engineering/manufacturing environment;

E4 Experience of financial planning and overseeing the control of complex and substantial budgets;

E5 Experience of developing innovative solutions and of implementing strategic change

Job Related Skills and Achievements

E6 Sustained track record in securing funding for large scale teaching/training programmes;

E7 Proven people and change management skills including a track record of leading continuous organisational development

E8 Strategic planning, management and business process skills

E9 A deep understanding of the industry-academia skills landscape

D2 Established links with industry, learned societies, government and/or relevant Chartered/professional bodies.

Personal Attributes

E10 Proven ability to work collaboratively, foster relationships and influence a broad range of individuals at a senior level;

E11 Exceptional communication skills with the ability to articulate a vision and describe complex issues in an understandable and persuasive manner;

E12 Strong interpersonal skills including the ability to motive, negotiate, influence and network at national and international level.

E13 Personal attributes and style which are in keeping with the University's Values.

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 John Reid, NMIS CEO, +44 (0)141 534 5200, nmis-enquiries@strath.ac.uk.

Conditions of Employment

Conditions of employment relating to the Teaching 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 will be held on 25/01/2021.

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.

