

CMAC Industry Junior Key Account Manager

Department	Strathclyde Institute of Pharmacy and Biomedical Sciences (www.strath.ac.uk/science/strathclydeinstituteofpharmacybiomedicalsciences/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Administrative and Professional	Reference No	413255
Reports To	CMAC Industry Director	Grade:	6
Salary Range:	£28756 - £32344	Contract Type:	Fixed Term (24 months)
FTE	I (35 hours/week)	Closing Date	19/12/2021

Job Advert

The Continuous Manufacturing and Advanced Crystallisation (CMAC) Hub is a world-class centre of excellence for advanced pharmaceutical manufacturing research and training. As an EPSRC Future Manufacturing Research Hub, led by the University of Strathclyde we work in close collaboration with a number of spokes at leading UK academic institutions (Bath, Cambridge, Imperial College, Leeds, Loughborough, Sheffield) and linking with international centres in the US, Europe and Far East. Working in partnership with industry, CMAC's purpose is to transform the development and manufacture of medicines through advanced design and manufacturing technologies including the development of Digital Twins and MicroFactories. The four key pillars of CMAC's program are to: deliver high quality manufacturing research; develop the workforce of the future through skills development and training; to drive effective translation of research into industry and, to continue to develop our world leading facilities and lab of the future infrastructure.

This post offers an exciting opportunity for an experienced administrator/coordinator, ideally with experience in a scientific area. The post holder will be the key contact between CMAC and its industry partners, and will work closely with the Technical Translation Manager and Business Development & Translation Manager, and other senior management to support industry partner engagement with the Centre to develop and sustain long-term relationships.

Responsibilities include: key contact with industry partners (e.g. liaise, collate, and organise key milestones and deliverables, and KPIs), create detailed plans designed to attain predetermined goals and quotas, present and report results and emerging opportunities, design and produce communication material, and provide organisational and administrative support for the CMAC Directors.

The post holder will work with the CMAC industry team on strategic issues relating to development, management and delivery of the Centre's collaborative programmes with industry partners. They will also co-ordinate meetings and workshops and lead preparation of relevant materials and reports.

Candidates must have excellent IT, communication and interpersonal skills with the ability to organise and prioritise a busy workload using initiative. A relevant technical degree and experience of research administration in a university or company environment is desired. Some travel to events in UK and worldwide is likely with this role.

This is an exciting and challenging position which will provide an ambitious and committed candidate with valuable experience within an International leading Research Centre providing a multi-disciplinary, multi-site university and industry collaborative research environment. Though the position is initially fixed term, there may be opportunity for extension.

Job Description

Brief Outline of Job:

To administer and support the collaborative interface between CMAC and the industry partners. Working closely with the Technical Translation Manager, Business Development & Translation Manager and CMAC Directors, the job holder will be the key contact for the industry membership partners, coordinate industry visits, meetings, projects, and PhD placements, and be responsible for generating impactful case studies. It is expected that the role can be shaped depending upon the candidate's interests and expertise.

Main Activities/Responsibilities:

1.	Provide organisational and administrative support to the CMAC Directors across the research and translation to industry portfolio (including legal agreements), PhD placements at industry partners, KAM calls, and other interactions.
2.	Prepare and circulate meeting agendas and papers, taking meeting notes and preparing minutes, and following up agreed actions for: technical committee meetings, key account management meetings, CMAC Board meetings. Assess data/reports, interpreting and reporting patterns and trends, and highlighting and prioritising issues for further investigation to support informed decision making.
3.	Coordinate and lead Industrial partners, researchers and academics for preparation and writing of industry/academia case studies with quantitative impacts recorded, and identify shortfalls in information and search for appropriate sources of information to fill these.
4.	Has direct responsibility for administering large and complex budgets, ensuring sufficient funds are available within budget headings to cover anticipated costs, and recommending suitable actions where short-falls are identified.
5.	Provide advice to customers, independently resolving a range of planned and unforeseen issues within predetermined operational limits.
6.	Coordinate and facilitate visits from industry partners in consultation with CMAC Directors ensuring academic oversight of visits.
7.	Attend appropriate committees and meetings as requested, independently representing CMAC activities. Report back to CMAC Directors with regards to discussions and any agreed action points.
8.	Participate, as part of a team, in the annual/strategic planning within the CMAC Industry Team.
9.	Key contact with industry partners (e.g. liaise, collate and organise key information such as company needs, key milestones and deliverables, KPIs). Create detailed plans designed to attain predetermined goals and quotas, present and report results and emerging opportunities. Assess data/statistics, interpreting and reporting patterns and trends and highlighting and prioritising issues for further investigation to support informed decision making.
10.	Responsible for creating and editing marketing communications for CMAC/Industry activities, announcements, design and development of technical translation materials. Update website content as required.
11.	Contribute to the Centre operational and strategic development through industrial networks, external activities and organisation of national and international events.
12.	Build strong client relationships, through regular communication with the partners and internal stakeholders and make recommendations on improvements aiming to maximise partner satisfaction.
13.	Undertake other duties as requested by the line manager and CMAC Directors.
14.	Engage in professional development.

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 HND, higher or equivalent administrative experience

D1 Degree in a relevant subject (Pharmaceutical Sciences, Chemistry, Chemical Engineering or related discipline) or BSc degree in Business Administration, Marketing or relevant experience

Experience
E2 Experience in an office environment
E3 Experience of working independently and dealing with unforeseen problems
E4 Experience in managing and controlling complex budgets
D2 Significant experience of research administration
D3 Knowledge of University professional service departments and functions
Job Related Skills and Achievements
E5 Ability to plan and organise own workload effectively
E6 Excellent IT skills (including Microsoft Office)
E7 Well-developed written and verbal communication skills
E8 Well-developed organisational, interpersonal and team-working skills
D4 Technical report or science writing
Personal Attributes
E9 Personable and confident with ability to work within a team environment
E10 Ability to work to deadlines with accuracy and precision
E11 Ability to take decisions within an appropriate level of authority with supervisor involved in decision only if necessary
E12 Proactive and able to use initiative
E13 Assertiveness and the ability to persuade others
Other Relevant Factors
D5 Experience with CRM software (e.g. Salesforce)
D6 Knowledge of financial systems

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 Massimo Bresciani, CMAC Industry Director (massimo.bresciani@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](#).

Probation

Where applicable, the successful applicant will be required to serve a 9 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 12/01/2022.

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.



Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University – the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder, the contribution rate that currently applies is 9.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2021 is £59,883.65 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Information regarding USS can be found in the scheme booklet located on the website: https://www.uss.co.uk/-/media/Project/USSMainSite/Files/For_members/Guides/Your_guide_to_Universities_Superannuation_Scheme.pdf. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised April 2021