

Innovation Engagement Manager (KTP Associate)

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Faculty	Strathclyde Business School (www.strath.ac.uk/business/)		
Staff Category	KTP	Reference No	421584
Reports To	Dr Marisa Smith (Academic Supervisor); Andrew Urquhart (Company Supervisor)	Grade:	RS79
Salary Range:	Up to £34k p.a. plus £4k training and development budget	Contract Type:	Fixed Term (21 months)
FTE	1	Closing Date	13/02/2022

Job Advert

This is an exciting opportunity for an ambitious candidate with established business experience and a strong supporting academic background to further develop their career by working on a 21-month Knowledge Transfer Partnership (KTP) project between SSEN Transmission and the University of Strathclyde. The role will be key in driving the implementation of business strategy through establishing a highly engaged innovation culture within the employees; essential to the business successfully delivering on its strategic objective to support the transition to a low carbon economy and Net Zero.

SSEN Transmission is part of the SSE Group, responsible for the electricity transmission network in the north of Scotland. As the Transmission Owner (TO), SSEN Transmission maintains and invests in the high voltage 132kV, 220kV, 275kV and 400kV electricity transmission network in the north of Scotland. The network consists of underground and subsea cables, overhead lines on wooden and composite poles and steel towers, and electricity substations, extending over a quarter of the UK's land mass crossing some of its most challenging terrain. The region has a vast renewable resource with most of the generation in the area coming from either wind or hydro resources which ensures a safe and reliable supply to meet local demand and for onwards transport to the rest of the UK.

The successful candidate will have the opportunity to develop their strategic, technical and operational skills in an industry at the forefront of the transition to a Net Zero. SSEN Transmission has ambitious goals over the coming five years to connect the renewable energy that will power 10 million homes and businesses, while at the same time reduce its own business greenhouse gas emissions in line with a 1.5 degree warming pathway. You will have real responsibility in identifying best practice for building human capital and engagement in the cultural change necessary to implement a new stakeholder-led innovation strategy, and then embedding that into day-to-day business practise. You will track and revise your methods as appropriate to deliver maximum benefit. It is through the people training modules developed by this project that the skills and behaviours necessary for a high engagement innovative culture will be embedded.

It is essential that you are self-motivated in identifying the best way to deliver the role's objectives, and proactive in engaging with those that will support these and driving to achieve the desired outcomes. Establishing a strong network inside the company and with the academic team will be key to success, along with working with wider stakeholders in the energy sector and beyond. Experience of being able to effectively work remotely is required.

It is essential you are educated to a Masters level, ideally an MBA, and that you have applied this learning outside the academic environment for at least three years. Through that work experience you will have been involved with various change initiatives, including the institution of high engagement work practices. A people centred, creative approach is key. Ideally you will have

an undergraduate degree or experience of human resources, organisational studies (or related), psychology or education. Experience of the energy sector is preferred, but not essential.

You will display strong collaborative skills that you will apply whilst working across the business and academic partners. This will include the existing innovation multi-disciplinary team and all other parties involved with innovation across SSE's transmission and distribution electricity network companies. You will need to affect change through others using timely stakeholder engagement, influencing and negotiating skills, whilst adapting your approach as circumstances dictate. You won't be afraid to experiment with new approaches when delivering change. You will motivate and inspire others to innovate and drive change, leading to engagement with learning and new ideas within the business.

The project is part of the Knowledge Transfer Partnership (KTP) programme that aims to help businesses improve their competitiveness and productivity through better use of knowledge, technology and skills that reside within the UK knowledge base. Successful Knowledge Transfer Partnership projects are funded by UK Research and Innovation through Innovate UK and are part of the government's Industrial Strategy. To find out how KTP works and the vital role you will play if you successfully secure a KTP Associate position please visit: www.ktpws.org.uk. There are over 200 vacancies currently available at www.ktp-uk.org/graduates or search 'KTP jobs'.

Please note this is a fixed term appointment (expected duration 21 months)

Job Description

Brief Outline of Job:

The purpose of this role is to identify best practice for building human capital and engagement through the creation of a strong and collaborative innovation culture to achieve the business strategic goals.

The starting point will be to review the existing best practice guide for organising, building managerial capability, interacting, communicating and influencing for the attainment of high levels of organisational engagement in strategy and innovation implementation. Together with existing stakeholder survey results and direct research, this will be the foundation for the creation and implementation of employee training material in knowledge, skills and behaviours supportive of high engagement approaches for strategy and innovation implementation. Roll out of this training, in partnership with the University of Strathclyde, will be targeted to achieve business goals.

In parallel the role will build up an understanding of the SEN Transmission business and work with others to assess what aspects of the identified best practice will be applied to deliver the best results. The role will need to work across the business to ensure that the identified initiatives are accepted, valued and integrated into normal business working. Additionally the role will need to report throughout the process on progress, risks and opportunities as well as the business case used in securing the KTP sponsorship.

Main Activities/Responsibilities:

1.	Research worldwide best practice in organising, building managerial capability, interacting, communicating, and influencing for high engagement in strategy associated innovation implementation activities
2.	Identify how that best practice can be applied to drive an engaged innovation culture within SEN Transmission having undertaken a benchmarking of the existing business operation
3.	Design an enduring programme of organisational training that foster high engagement work practices, extending this to fully realising the benefits of engaged human capital assets across SEN Transmission stakeholder groups (i.e. supply-chain, customers, community groups)
4.	Tailor the approach to ensure relevance across the business to all disciplines and levels of seniority
5.	Identify and implement complementary technology platforms that supports the approach identified
6.	Monitor and communicate progress against the original business case and the overall benefits to the KTP programme and SEN Transmission
7.	Complete a final write up of the work completed through the role and communicate to relevant stakeholders

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)

EI Masters Degree, ideally an MBA

D1 Undergraduate degree or experience of human resources, organisational studies (or related), psychology or education
Experience
E2 Significant relevant work experience including an active role in change initiatives
D2 Demonstrable interest in inclusive and engaged work practices, and nurturing learning and development approaches
D3 Experience of project or programme management
D4 Experience in designing varied modes of management education and training material
Job Related Skills and Achievements
E3 Strong stakeholder and collaborative approach
E4 Good influencing and negotiation skills
E5 Great communication skills
Personal Attributes
E6 Strong proactive approach to work
E7 Ability to effectively work and engage remotely
E8 Approachable and engaging manner
Other Relevant Factors
D5 Understanding of the GB energy sector

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 Dr Marisa Smith, Senior Lecturer, (m.k.smith@strath.ac.uk / 01415483146).

Conditions of Employment

Conditions of employment relating to the KTP Associate 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 6 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](#).

Interviews

Formal interviews are expected to be held 9 March 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.

