

# Strategy Engagement Manager (KTP Associate)

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Faculty	Strathclyde Business School ( <a href="http://www.strath.ac.uk/business/">www.strath.ac.uk/business/</a> )		
Staff Category	KTP	Reference No	421583
Reports To	Professor Dave Mackay (Academic Supervisor); Steven Whyte (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, business-oriented graduate 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 seeks to engage the business organisation in the achievement of its strategic objective and goals through the design and implementation of a strategy engagement 'playbook' and associated processes to ensure strategy is intrinsic to day-to-day business operations.

SSEN Transmission owns, operates and invests in the high voltage electricity transmission network in the north of Scotland. The region is home to a vast renewable energy resource and the transmission system transports this energy over long distances to homes and businesses across GB and beyond. This ensures a safe and reliable supply of clean, green energy to power our lives.

It is SSEN Transmission's strategic plan to build 'a Network for Net Zero'. Analysis shows that for the UK to achieve its decarbonisation targets there needs to be a significant growth in the use of electricity, and hence in the production and transportation of that power. SSEN Transmission forecasts that it will invest over £4 billion in the next five years to enable that transition. To measure success, the business has ambitious goals 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. Achieving these strategic and sustainability goals will require significant innovation and commitment from the business and its stakeholders.

This KTP seeks to develop and embed the business systems and people behaviours that will enable SSEN Transmission to achieve - and go beyond - its goals. The KTP is intended to support strategic transformative change in the ways of working and mindset of the organisation. This is not an incremental revision to existing working practices, but instead will bring current best practice in management thinking to address the strategic challenge of our generation – climate change. The successful candidate will have the opportunity to develop their strategic, technical and operational skills in an industry at the forefront of supporting the transition to a low carbon economy and supporting 'A Network for Net Zero'.

### What is the Role?

The role of the Strategy Engagement Manager will be to support steps to shift a traditional engineering culture towards high engagement implementation practice. By exploring options for human centred and creative approaches to inclusion and engagement, the requisite collaborative implementation knowledge, skills and behaviour to achieve the businesses strategic goals will be embedded into the management and operational teams. In this role there will be real responsibility for the

identifying and installing the required methods to engage, along with implementing the processes and systems to create structural conditions conducive to engaged strategic practice across a live business environment.

### What do I need?

To be considered for the role, you must be passionate about the role of business in the transition to net zero. You will have at least 3 years relevant work experience, including people-facing and team building initiatives. A Master's degree in a relevant business or management subject (ideally an MBA) is desirable.

Practical experience of creative, innovative thinking to organisational engagement is key. In addition, you will have a demonstrable interest in systems and process design. As a strong communicator with excellent influencing and negotiation skills you will be comfortable liaising across all levels of the business, with academic partners and wider stakeholders. You will have high self- and cultural- awareness and a collaboration mindset. It is essential that you have a proactive approach and are self-motivated in identifying the best way to deliver goals and objectives. This should be supported by a willingness to experiment with new approaches when delivering change.

The position offers the KTP Associate the following benefits:

- A challenging and rewarding job, with real responsibility within the work environment
- A planned programme of training courses, including a £4,000 personal development budget
- Mentoring from industrial and academic supervisors
- Support and resources from the University
- The opportunity to make important and tangible improvements in large and dynamic company

The post will be mostly based remotely (subject to Covid-19 guidelines) or at the company premises in Glasgow.

This role will support a project that 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](http://www.ktpws.org.uk). There are over 200 vacancies currently available at [www.ktp-uk.org/graduates](http://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:

This role seeks to engage the business organisation in the achievement of its strategic objective and goals through the design and implementation of a strategy engagement 'playbook' and associated processes to ensure strategy is intrinsic to day-to-day business operations.

Best practice in design thinking, human centred approaches, procedural justice and rationality, inclusivity and engagement in strategy practices will be deployed to design approaches to achieve high organisational engagement in strategic outcomes. Ultimately this will result in a set of organisational tools for strategy engagement that can be deployed across the organisation tailored to personnel, requirements and time available. Outcomes will be measurable and reported to senior management. This will be an enduring toolkit for future business success.

In parallel this role will build up an understanding of the SSEN Transmission business and decide what aspects of the identified best practice will be applied to deliver the best results within the employee population. 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 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 best practice in design thinking, human centred approaches, procedural justice and rationality, inclusivity and engagement in strategy practices.
2.	Using interview, focus groups and dynamic enquiry methods, gather qualitative insights into narratives, myths, fears and possibilities for the implementation of cultural appropriate strategy engagement infrastructure from across SSEN Transmission sites and hierarchical levels.

3.	Develop and implement a pilot workshop focused on development of strategy engagement infrastructure using 'knowledge loop' methodology and design thinking principles.
4.	Build "Activity Designs" methods playbook which defines how strategy engagement occurs according to the nature of the implementation requirement, personnel involved and time/practical resources available.
5.	Roll-out the strategy engagement infrastructure across SSEN Transmission, ensuring it is a sustainable and enduring approach.
6.	Gather feedback about reporting and communication infrastructure from senior stakeholders – revise and refine approach based on live roll-out.
7.	Monitor and communicate progress against the original business case and the overall benefits to the KTP programme and SSEN Transmission.

## 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)

D1 Master's Degree, ideally an MBA

D2 Undergraduate degree or experience relevant to the net zero transition, e.g. engineering, sustainability, business

### Experience

E1 Significant relevant work experience including an active role in people-facing and team building initiatives

D3 Demonstrable interest in systems and process design

D4 Experience of project or programme management

D5 Innovative and creative problem solving of practical organisational challenges

### Job Related Skills and Achievements

E2 Strong stakeholder engagement skills with a collaborative approach

E3 Good influencing and negotiation skills

E4 Great communication skills

### Personal Attributes

E5 Strong proactive approach to work

E6 Ability to effectively work and engage remotely

E7 Approachable and engaging manner

E8 An expressed interest in strategy and innovation practice

E9 High self and cultural awareness

### Other Relevant Factors

D6 Knowledge 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 Professor Dave Mackay, Hunter Centre for Entrepreneurship (david.makay@strath.ac.uk / 0141 548 3502).

### 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.

