

Executive Director - Power Networks Demonstration Centre (PNDC)

Department	Power Networks Demonstration Centre (PNDC) (http://www.strath.ac.uk/pndc/), Department of Electrical and Electronic Engineering (http://www.strath.ac.uk/eee/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Senior professional services	Reference No	278957
Reports To	Head of Department	Grade:	Senior Administrative and Professional Services
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	Sunday, 8 March 2020

Job Advert

The University of Strathclyde in Glasgow (Times Higher Education Awards University of the Year 2019 and Scottish University of the Year 2020) possesses a large and internationally-leading Engineering Faculty with a proud history of securing major funding for projects from government and other funding agencies and in operating successful joint ventures and partnerships with industrial organisations. As part of the University's strategic development, the Power Networks Demonstration Centre (PNDC) was established in 2014 in Wardpark North near Cumbernauld. The PNDC is a world-class facility with a growing team of dedicated staff with the role of accelerating the adoption of new, 'smart' technologies within advanced power grids, and supporting the increased accommodation of renewable energy, electric vehicles and demand side management. It is also seeking to broaden its reach (with an accompanying expansion of the physical facilities) into whole energy system applications, incorporating low carbon heating, transport, and integrated solutions comprising multiple energy vectors. The £12.5 million Centre - the first of its kind in Europe – was founded by the University of Strathclyde and leading energy companies including ScottishPower Energy Networks and Scottish and Southern Energy Power Distribution, with support from Scottish Enterprise and the Scottish Funding Council.

The PNDC provides: a purpose-built platform for showcasing state of the art energy distribution, generation, storage and related innovations; a rapid technology pipeline accelerating the proving and deployment of integrated smart grid solutions with commercial partners; and a realistic and controllable test bed from primary plant to state-of-the-art control room for the development of emerging smart grid technologies that will support the realisation of a de-carbonised grid. The emergence of "whole-energy" systems (incorporating multiple vectors including electricity, gas, heat, hydrogen) represents a significant opportunity for PNDC to exploit in the future, and this will be a key objective of the centre in future in terms of identifying opportunities for funding, investment, new facilities and flagship projects and partners to enable the PNDC to play a pivotal role in researching, developing and demonstrating solutions to meet future energy system challenges.

The Executive Director will provide the leadership, management and vision necessary to ensure that the PNDC has the operational controls, administrative and reporting procedures, people, and systems in place to effectively grow the organisation and ensure financial strength and operating efficiency. The Executive Director will also lead the implementation of PNDC strategy and lead the direction and operational management of PNDC's activities. This will be undertaken by working closely with the PNDC's R&D Director and Director for Strategy & Technology, other members of the PNDC team, industrial members, funding bodies and University staff.



You will be expected to lead engagement with local and international industrial partners, funding agencies and prospective partners/client at the highest level, expanding the industrial membership and portfolio of projects,

thus ensuring the ongoing financial sustainability of the Centre. You will also be responsible for ensuring that the operational activities of the Centre provide the required quality of support for internal and external customers. As the Centre champion, you will engage with industry, government, policy makers and manufacturers in order to deliver substantial impact from the advances developed at the PNDC. You will be based at the PNDC site and the role will require frequent national and international travel and maintenance of close contact with colleagues at the University's campus in the centre of Glasgow. The PNDC is formally linked to the University through the Institute for Energy and Environment within the Department of Electronic and Electrical Engineering.

You should have a degree or PhD in a relevant technology area, substantial professional experience and an established track record at management level within a relevant professional environment. You will have excellent communication and interpersonal skills, with an ability to interact with a range of stakeholders, across industry and academia. Your knowledge of the energy industry (ideally broader than just electricity supply) will bring an established network of contacts and a good understanding of collaboration opportunities.

Job Description

Brief Outline of Job:

The Executive Director will champion the PNDC and provide leadership to realise its continued growth and consolidation as a leading centre for developing and proving advanced power network and energy systems technology. The Executive Director will be accountable to the PNDC Board and will report regularly to the Board on strategic and operational matters. As a member of University staff they will operate within the Department of Electronic and Electrical Engineering and under normal University policy, procedures and employment contract terms.

There are a number of key elements of the Executive Director role:

- Providing overall executive leadership of the PNDC, including (in conjunction with the management team), the development, mentoring and nurturing of all staff
- Delivering effective management of business operations and ensuring operational efficiency
- Leading the financial management of the PNDC to enable organisational growth whilst ensuring financial strength
- Translating PNDC strategy into operational plans and managing the strategic assets of the PNDC to deliver those plans
- Leading the engagement with members and University stakeholders through appropriate governance forums
- Leading the engagement with external industrial partners, funding agencies and prospective partners & clients to expand industrial membership and the portfolio of research activities, including the evolution and expansion of the centre and its facilities and capabilities to enable it to meet future “whole energy” system requirements and challenges
- Having responsibility for site Health & Safety and the PNDC's Quality Management System

The Executive Director will be the leading member of a three-person PNDC Executive Team, which includes the existing R&D Director and the Director for Strategy and Technology.

Main Activities/Responsibilities:

1.	Working on behalf of the University, the PNDC Board, and PNDC industry members to establish and deliver the strategic objectives of the Centre.
2.	Provide overall leadership of PNDC business and financial operations. This includes the preparation of reports and budgets for agreement by the relevant committees reflecting an ongoing commercially-viable business model, ensuring that income and expenditure is controlled in line with University financial policies, and that potential financial risks are identified and managed.
3.	Develop a sustainable annual business plan (for approval by the PNDC Board and the University), which is aligned to the strategic objectives of the Centre. Lead the implementation of the business plan, including setting of appropriate targets and key performance indicators, and regular review and reporting of progress against plan.
4.	Develop, implement and enhance business processes, operational procedures and systems to maximise impact and growth and to ensure that PNDC operates professionally and safely in compliance with legal requirements (e.g. Health and Safety at Work, Insurance, Data Protection and Copyright), commercial requirements for nondisclosure and intellectual property management, and the Centre's key objectives.
5.	Provide a leading and influential role in appropriate governance forums including the PNDC Board, PNDC Technical Board, and University Executive Committee, to ensure appropriate review of results and to gain support for new and continuing activities.

6.	Work with the other members of the PNDC Executive Team and University colleagues to establish strategic research and development initiatives in the pursuit of major national and international opportunities, and to ensure effective knowledge management including engagement with academic champions and industry members to maximise value.
7.	Work with the Director for Strategy and Technology to evaluate all aspects of the Centre's performance and operating model to date, in order to refocus and transition the Centre into a "whole energy systems" centre.
8.	Develop new strategic partnerships (within the UK and internationally) to maximise the impact and commercial viability of the PNDC.
9.	Translate PNDC strategy into operational plans, and manage the assets of the PNDC to deliver those plans.
10.	Engage with industry, government, academia, policy makers and manufacturers in order to deliver substantial impact from the advances developed at the PNDC, including securing of substantial funding for PNDC through both the recruitment of industry members and attraction of contract/project work.
11.	Lead, develop and manage Centre staff so as to create a dynamic, industry focussed environment, liaising and collaborating with academics, where staff can maximise their personal contributions. Ensure there are sufficient and motivational opportunities for personal development of the PNDC staff in order to maintain the quality of service and delivery for industry members.
12.	Enhance organisational capability in terms of Centre infrastructure, staffing, partnerships and other resources, to establish capabilities able to deliver sustainable programmes and projects that meet the needs of customers, partners and stakeholders.
13.	Enhance the PNDC's profile both nationally and internationally, and promote the Centre to potential members and clients, trade bodies, government agencies, funding bodies, research networks.
14.	Oversee the development, implementation and monitoring of the centre's Quality Management System.
15.	Oversee site Health & Safety and ensure that all current safety and security practices, protocols and education plans are developed, maintained and communicated across the centre.
16.	Ensure that the PNDC at all times complies with its legal, regulatory and contractual obligations, including University policies and procedures and the management and control of grants in accordance with their terms and conditions.

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)

E.1 Degree or PhD in a relevant technology area

Experience

E.2 Extensive relevant leadership experience

E.3 Proven track record of achievement at a senior professional level with proven ability to influence and shape strategic and operational delivery

E.4 Significant expertise in leading, developing and motivating multi-disciplinary teams and ensuring key targets are met within resource constraints

E.5 Experience in financial planning and controlling budgets and resources

E.6 Relevant experience in one or more key areas of relevance to the PNDC

E.7 Track record in engaging with multiple stakeholders (e.g. industry, academia, policy makers) leading to the establishment of substantial research or business benefits

E.8 Significant experience in process definition, process ownership and continuous improvement

E.9 Strong business acumen

E.10 Ability to develop and implement detailed business plans and programmes to meet long-term strategic goals

Job Related Skills and Achievements

E.11 Skills and ability to develop productive relationships with industry, academics and key external bodies

E.12 Capability to lead continuous organisational development

Personal Attributes

E.13 Excellent communication, analytical and negotiation skills

E.14 Ability to work collaboratively

E.15 Ability to influence a broad range of internal and external stakeholders

E.16 Excellent interpersonal skills and ability to work well with diverse teams in a dynamic and changing environment.

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 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 Campbell Booth, Head of Department, (campbell.d.booth@strath.ac.uk)

Conditions of Employment

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

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

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.

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.

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.

