

Director of Digital Process Manufacturing Centre

Department	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	452280
Reports To	NMIS CEO	Grade:	Senior Management
Salary Range:	Competitive	Contract Type:	Open Contract
FTE:	1 (35 hours/week)	Closing Date	31 July 2022
Holidays	31 annual leave & 11 public holidays Option to purchase additional holidays		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) plus external training if required		
Family Friendly Benefits	Generous parental leave provision and options for flexible working		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies		

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.

NMIS is partnering with the Centre for Process Innovation and North Ayrshire Council to develop the Digital Process Manufacturing Centre (DPMC) at i3 in North Ayrshire, Scotland. The Centre will demonstrate, develop and deliver digital technology to support the UK's process manufacturing sectors' digital challenges.

DPMC will offer practical demonstrations of Industry 4.0 technology to stimulate, encourage and support industry to adopt new and innovative practices in the application of digital strategies to their manufacturing operations by offering hands-on experience. The demonstrations will include a range of opportunities for industry to gain access to examples of control systems, manufacturing execution systems, operational technologies, Augmented Reality, paperless systems, training, performance management, data visualisation techniques, etc. This experience, available in a controlled environment, aims to improve levels of confidence and demonstrates how digital applications can improve management decision-making, driving business performance and competitiveness. The physical facility, which will include a networking/training/meeting space, will serve as a focal point and networking hub for companies in the area.

The centre will focus on key process sub-sectors including:

- Pharmaceuticals
- Oil & Gas
- Chemicals and Chemical Products
- Agrichemicals
- Food & Drink
- Fast Moving Commercial Goods
- Water (collection, treatment, supply)

The Managing Director will provide the leadership, management and vision necessary to ensure DPMC has the operational controls, administrative and reporting procedures, people, and systems in place to effectively grow the organisation and ensure financial strength and operational efficiency. The Managing Director will lead the implementation of DPMC strategy and operational management activities, which will be undertaken by working closely with DPMC partners, industrial members, funding bodies and University staff. You will be responsible ensuring the ongoing financial sustainability of the Centre through membership, grant funding, and commercial income by engaging with local and international industrial partners, funding agencies and prospective partners/clients at the most senior level.

You will be based at the DPMC 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. DPMC is formally linked to the University through NMIS.

To be considered for the role, you will be educated to a minimum of Degree level in a relevant subject and have substantial professional leadership experience and an established track record 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 processing sector (ideally in one of the target sub-sectors) will bring an established network of contacts and a good understanding of collaboration opportunities.

Job Description

Brief Outline of Job:

As an acknowledged expert and leader: to direct an internationally acclaimed research programme; to oversee and deliver digital research projects to industry; to lead the development of knowledge exchange activities; to provide leadership and contribute at a strategic level to the work of the Department/School, Faculty and University.

The Managing Director will champion DPMC and provide leadership to realise its growth as a leading centre for developing and proving advanced digital technology in the processing sector. The Managing Director will be accountable to the DPMC 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 Design, Manufacturing & Engineering Management and under normal University policy, procedures and employment contract terms.

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

- Providing overall executive leadership including (in conjunction with the management team), the development and mentoring of all staff, maximising performance.
- Delivering effective management of business operations and ensuring operational efficiency.
- Leading the financial management of DPMC to enable organisational growth whilst ensuring financial strength.
- Translating DPMC strategy into operational plans and managing the strategic assets to deliver those plans.
- Leading engagement with members and University stakeholders through appropriate governance forums.
- Leading 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 sector requirements and challenges.
- Having responsibility for site Health & Safety.

Main Activities/Responsibilities:

1.	Manage centre activities, resources and provide leadership, support and direction to staff.
2.	Develop and communicate a clear vision of what is to be achieved overall within the area of responsibility.
3.	Use extensive knowledge of industry trends and drivers to identify, develop and lead strategic direction and projects.
4.	Liaise with industry, academia, government, and the third sector to identify opportunities.
5.	Leverage personal network in industry to develop technology roadmap based on Industry 4.0 demands.
6.	Ability to provide leadership on data, visualisation, automation, sensors, digital process control projects.

7.	Secure substantial research grant funding, industrial membership, and attract income through knowledge exchange activities.
8.	Lead the centre's knowledge exchange to industry and promote public engagement by, for example, establishing research and/or educational links with industry and influencing public policy and the professions at national and international level.
9.	Contribute to NMIS strategy, and establish strong relationships with the Department/School, Faculty and University, for example through participation in the Department/School senior management team and by playing a lead role on University committees.
10.	Engage in, and promote, continuous professional development.
11.	Provide overall leadership of 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.
12.	Develop a sustainable annual business plan (for approval by the Board and NMIS), which is aligned to the strategic objectives of the Centre. Lead the implementation of the business plan, including the setting of appropriate targets and key performance indicators, and regularly review and report progress against the plan.
13.	Work with the other members of the NMIS Executive Team 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.
14.	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.
15.	Enhance the DPMC's profile both nationally and internationally, and promote the Centre to potential members and clients, trade bodies, government agencies, funding bodies, research networks.
16.	Ensure DPMC always 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)

E1 Good honours degree in a relevant discipline

D1 Membership of relevant Chartered/professional bodies (including the Higher Education Academy).

Experience

E2 Substantial leadership experience in one or more of the key subsectors (i.e. Pharmaceuticals, Oil & Gas, Chemicals and Chemical Products, Agrichemicals, Food & Drink, Fast Moving Commercial Goods, Water (collection, treatment, supply))

E3 Strong business acumen.

E4 Research interests consistent with the strategic direction of the Department/School/Faculty/University.

E5 An established international reputation as an expert and leader within specialist field.

E6 Proven track record of achievement at a senior professional level with proven ability to influence and shape strategic and operational delivery.

E7 Ability to build an internationally leading research group and successfully manage and promote that group's research within an international arena.

E8 Ability to oversee operations, marketing, finance, business development, and strategy of research facility.

D2 Established relationships within the process sectors such as pharmaceuticals, oil & gas, chemicals, food & drink, FMCG, water.

E9 Ability to develop and implement detailed business plans and programmes to meet long-term strategic goals

Job Related Skills and Achievements

E10 Track record of delivering digital technology solutions to the process industry

E11 Proven ability to attract substantial research funding, knowledge exchange contracts, and industrial commitments over a sustained period.

E12 Track record of multi/inter-disciplinary collaborations and developing external partnerships.

E13 Significant track record of project, budget and staff management.

E14 Proven people and change management skills.

D3 Established links with industry, learned societies, government and/or relevant Chartered/professional bodies.

Personal Attributes

E15 Ability to think strategically and contribute at a senior level to NMIS.

E16 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.

E17 Breadth of vision gained from extensive experience in field of expertise.

E18 Strong interpersonal skills including motivational, negotiating, influencing and networking nationally and internationally

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 David Hernandez, Project Manager (david.hernandez@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](#).

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 are anticipated to be held in August 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.

