

Systems Developer (KTP Associate) in association with the European Marine Energy Centre (EMEC)

Department	Mechanical and Aerospace Engineering (www.strath.ac.uk/mae/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	KTP	Reference No	42077
Reports To	The Head of Department through, Cameron Johnstone (Academic Supervisor) and Matthew Finn (Company Supervisor)	Contract Type:	Fixed Term (24 months)
Salary Range:	Up to £25k per annum plus £4k personal development budget	Closing Date:	Tuesday, 2 August 2016
FTE:	1		

Job Advert

EMEC is the first and only centre of its kind in the world to provide developers pre-commercial wave and tidal energy converters – technologies that generate electricity by harnessing the power of waves and tidal streams – with purpose-built, accredited open-sea testing facilities. (<http://www.emec.org.uk>)

The University of Strathclyde, in partnership with the EMEC, seek to appoint an ocean energy "Systems Developer" (KTP Associate). This position forms part of a Knowledge Transfer Partnership (KTP) which is supported by Innovate UK. KTP is a three-way project between a graduate, a business and a university. Graduates are recruited to manage strategic projects within a business, whilst being supported by a dedicated academic supervisor. Founded in 1975, KTP is one of Europe's largest graduate recruitment programmes (see www.ktponline.org.uk). As part of the KTP, the Associate benefits from management training, a budget of £4,000 for personal development and the potential for a higher degree.

The KTP Associate will be an employee of the University of Strathclyde but will spend most of their working time at the company's premises in Orkney with frequent trips to Glasgow. For more information on Orkney please see www.orkney.com.

The main objective of this position will be the development of processes and tools which form an integrated evaluation and development pathway for wave & tidal companies, contributing to technical and commercial de-risking of technology development and ensuring a more efficient and focused route to market.

To be considered for the role you will have a minimum of 2:1 Honours Degree in an Engineering, Maths or Physical Science related discipline. Experience of engineering analysis tools, system performance analysis, marine renewable energy technologies and project management is advantageous. Engaging with a variety of stakeholders from academia and industry you will also be an excellent communicator with good presentation and reporting skills.

Job Description

Brief Outline of Job:

Development of a technology assessment processes and an integrated evaluation and development pathway for wave and tidal companies.

Main Activities/Responsibilities:

1.	Development of analytical design appraisal tools to assess the performance of ocean energy devices covering engineering performance, reliability, survivability and cost metrics
2.	Apply the tools in support of active technology assessment programs to demonstrate effectiveness and value
3.	Maintain a detailed action plan (e.g. including a Gantt or Critical Path Network) and risk assessment for the project and a detailed task list for all project stages
4.	Organisation of project team reviews and reporting meetings
5.	Scoping of a business model to support the rollout and implementation of the tools and supporting services
6.	Routine reporting and presentation to management
7.	Ensure that the EMEC Integrated Management System is adhered to in connection with Quality Health, Safety and Environment and assist with identifying/rectifying non-compliances and initiating improvements.
8.	Complete a self-development plan and participate in KTP training activities
9.	Engage in continuous 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)		Assessment Method
E1	A minimum of 2:1 Honours Degree in an Engineering, Maths or Physical Science related discipline	Application/CV
D1	Postgraduate qualification in an Engineering, Maths or Physical Science related discipline	Application/CV
Experience		
E2	Practical experience of engineering analysis tools such as pro-engineer, mathcad, etc	App/CV/ Interview
D2	Experience of working on product development and testing within an engineering/science environment	App/CV/ Interview
D3	Experience of working with marine renewable projects and technologies	App/CV/ Interview
D4	Demonstrable Project Management experience	App/CV/ Interview
Job Related Skills and Achievements		
E3	High level of numeracy and excellent verbal and written communication skills	App/CV/ Interview
E4	Computer literate in MS Office	App/CV/ Interview
Personal Attributes		
E5	Self-confident and capable of working independently and as part of a team	Interview
E6	Personable with customer-facing capability	Interview
E7	Ability to report and present results in an open forum and to line managers	Interview
E8	Positive attitude towards renewable forms of energy and a high sense of responsibility and integrity	Interview
Other Relevant Factors		
E9	Willingness to undertake business travel in order to fulfil duties of the role	Interview
D5	Full UK driving licence	App/CV/ Interview

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 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 Cameron Johnstone (cameron.johnstone@strath.ac.uk / 0141 548 3788) or Matthew Finn (matthew.finn@emec.org.uk / 01856 852060).

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 for this post will be held on the 23rd of August.

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.



Conditions of Employment

KTP Associates



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, Privy Council.

The University Court recognises the Strathclyde University and Colleges 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 Research staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

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 6 months. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/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/.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to both the University Department and/or other area(s), and the Company Partner named in the member's letter of appointment and any accompanying papers. Should the University Court and/or the Company Partner deem it necessary, in the furtherance of the objectives of the University (specified in its Charter) and/ or the objectives of the Company Partner, they shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or the duties pertaining partially or wholly to it to another University department or area and/or to another Company Partner Department or to an associated Company. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. 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.

4. RESPONSIBILITY AND SERVICE

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

<http://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.

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

5. WORKING TIME

Working time is that required to fulfil the duties of the post and members of staff are expected to comply with the general working pattern of the KTP Company Partner. Further details in relation to working hours will be provided within the offer of employment and/or by the Company Partner on commencement of employment.

6. HOLIDAYS

Entitlement to accrue paid annual holiday will apply from the date of commencement and the accrual rate will be as per the provisions of the KTP Company Partner. Public Holidays will only apply where they are observed by Company Partner and it may be that these have to be taken from the annual leave entitlement where the Company does not apply a separate entitlement in this regard. Where Public Holidays are not observed by the Company Partner, these days may still be taken from the annual holiday entitlement, subject to authorisation. In cases where the Company Partner operates a period of annual closedown, these days may count against the accrued annual holiday entitlement, subject to the normal practices of the Company Partner. Further details and arrangements for requesting leave will be confirmed within the Offer of Employment and/or by the Company Partner on commencement of employment.

7. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received 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 Health and Social Security. For this and other details see staff handbook.

8. SALARY AND SUPERANNUATION

Salaries are payable monthly by means of a credit transfer to a specified bank account.

New members of staff, aged under 75, will be admitted automatically to membership of the Universities Superannuation Scheme (USS) on taking up appointment. If you are already in receipt of a USS pension you will join USS in accordance with pension auto-enrolment regulations. USS

requires a contribution from the member, currently 8 per cent of pensionable salary. A contribution, currently 18 per cent of pensionable salary, is paid by the University. From 1 April 2016 all members are part of the career revalued benefits scheme called the USS Retirement Income Builder. From 1 October 2016 a threshold, initially of £55,000 a year, will apply to the maximum salary that counts towards the USS Retirement Income Builder. From the same date a new defined contribution section of the scheme called USS Investment Builder will open and any contributions above the threshold will be invested in this section. The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

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 retirement date.

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

9. PLACE OF RESIDENCE

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

10. PERIOD OF EMPLOYMENT

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of the fixed term period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by 1 month's notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by 3 months' notice on either side, except during the probationary period when the notice period is one month.

Revised April 2016