

Solutions Architect, Scottish Centre of Excellence in Satellite Applications (SoXSA)

Department	Mechanical and Aerospace Engineering (www.strath.ac.uk/mae/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Administrative and Professional	Reference No	35641
Reports To	Dr Malcolm Macdonald	Grade:	8
Salary Range:	£38896 - £47801	Contract Type:	Fixed Term (2.5 years)
FTE:	1 (35 hours/week)	Closing Date	Monday, 9 May 2016

Job Advert

Based at the University of Strathclyde, and collocated with one of Europe's largest space research groups, Scottish Centre of Excellence in Satellite Applications (SoXSA) has created a new focal point for the Satellite Applications Catapult, linking the science base with industry. SoXSA takes a leading role, driving growth in satellite applications by engaging the end user and their supply chains. It acts as a rallying point for SME engagement with relevant expertise from across the UK research base and space sector. SoXSA is aligned with the overarching need for a major applications pull across all sectors; technology push alone is not sufficient to deliver the ambitious growth targets. SoXSA is embedded in a vibrant environment, proactively targeting innovative SMEs and providing a focal point for the best researchers, SMEs, large industry and customers to work together to achieve commercial innovation, forming new partnerships to deliver growth. By partnering with Highlands and Islands Enterprise, the Solutions Architect will pull-through and exploit innovative concepts & technologies developed within the research base to generate economic impact within the Highlands & Islands.

Our vision is to leverage our connectivity to maximise engagement, embedding SoXSA within the innovation environment of the Highland's and Island's, and building exciting new partnerships to accelerate growth. This will be achieved by linking company needs and opportunities with expertise and data to grow satellite applications across a range of sectors including Marine Science & Renewables, Digital Healthcare & Life Sciences, the Connected Digital Economy, and other key growth sectors such as eco-tourism and aquaculture.

The Satellite Applications Catapult is an independent innovation and technology company, fostering growth across the economy through the exploitation of space by helping organisations make use of and benefit from satellite technologies, and bring together multi-disciplinary teams to generate ideas and solutions in an open innovation environment. The Satellite Applications Catapult is a not-for-profit research organisation innovating for a better world, empowered by satellites, with a mission and vision to be at the heart of the ongoing revolution in satellite services, having a global impact due to the power that satellites bring to bear on the challenges of the modern world.

The Opportunity

SoXSA is expanding and seeks a Solutions Architect based in the Highlands and Islands region to identify, develop and launch innovative new opportunities across key growth sectors using space enabled data.

Working with the Satellite Applications Catapult, the UK Space Agency, and Highlands and Islands Enterprise this appointment is for an initial period of 2½ year to deliver a programme of partnership work between industry and academia, fostering growth across the economy of the Highlands and Islands through space technology and data.

Reporting to the Director of SoXSA, the Solutions Architect will lead the development and operations of SoXSA in the Highlands and Islands. Engaging with companies to develop the exploitation of data and services, linking company needs to the UK research base and leading the development of workshops, symposia and other events that will stimulate industrial collaborative projects contributing to the Satellite Applications Catapult's aim for the UK to secure 10% share of the global space market by 2030 (estimated to be £40bn). This is a high profile, leadership role and pivotal to the on-going success of SoXSA.

To be considered for the role, you will have a minimum of Degree in a relevant subject, a track record in a similar role within a similar specialism and environment, a track record of successfully developing effective strategic and operation plans as well as evidence of successfully leading significant and complex projects. You will have experience of engaging and developing collaborative opportunities with industry and other relevant stakeholders, proven leadership ability with excellent interpersonal and communication skills, and the confidence in engaging with, influencing and presenting to diverse audiences. You will also have the proven ability to influence others, particularly at a senior level, and proven analytical and problem solving capabilities.

Job Description

Brief Outline of Job:

The Solutions Architect will take a leading role in embedding the Scottish Centre of Excellence in Satellite Applications, SoXSA, within the innovation environment of the Highland's and Island's, building exciting new partnerships and accelerating the growth of satellite applications. Through the centre, the Solutions Architect will identify, develop and validate to proof of concept new space-enabled solutions to challenges across a range of sectors including Marine Science & Renewables, Digital Healthcare & Life Sciences, the Connected Digital Economy, and other key growth sectors such as eco-tourism and aquaculture.

The Solutions Architect will work closely with the Director (Dr Malcolm Macdonald) and Business Development Manager (Dr Hina Bacai), supported by a Steering Board drawn from Scottish academia, business and public sector bodies. A set of strategic priorities and Key Performance Indicators have been identified that the Solutions Architect will take a leading role in delivering. A programme of activities including themed workshops, symposia, and one-to-one company engagement will be delivered across the Highlands & Islands region, often in partnership with other bodies.

Main Activities/Responsibilities:

1.	Promote and develop opportunities for satellite derived data services to be utilised by companies and local authorities within the region to generate new and more efficient outputs and services. And where required, to develop these services to proof of concept level.
2.	Identify and map companies in the region that are operating in the 'upstream' and 'downstream' space markets, developing a matrix to establish an initial benchmark within the region that can be used to monitor uptake and development of opportunities within the sector.
3.	Work closely with HIE sector teams to raise the profile of the space sector and the potential benefits that can be achieved within these sectors; working with the sector teams to develop robust propositions and offerings that will support and grow the existing company base
4.	Identify the needs and opportunities within these companies to develop the regional space sector and working closely with other public sector bodies, including UK Space Agency and the Satellite Applications Catapult to develop and generate solutions that can be supported.
5.	Identify and introduce collaborative opportunities for companies to develop new outputs for the sector on both a local, national and international basis.
6.	Proactively look to understand the infrastructure needs required to support industry growth throughout the region and with the support of the UK Space Agency and Satellite Applications Catapult become a champion within the public sector to generate the support and investment required.
7.	Engaging directly with prospective investors, develop and deliver robust propositions that successfully attract their establishment in the region.
8.	Develop, organise and run a series of workshops throughout the region aimed at raising the awareness of and uptake of opportunities to utilise and develop downstream outputs and collaborations that will benefit space enabled markets
9.	Promote and develop the UK space sector in industry and academia, upstream and downstream within the region and ensure alignment with local and national innovation / economic development initiatives.
10.	Promote UK Space Agency, the Satellite Applications Catapult and working with the KTN, and others (e.g. Innovate UK, UKTI, SDI) activities and events to regional stakeholders.
11.	Actively support alignment between regional activities and UK key goals and targets, together with ensuring coordination & communication of activity between HIE region, SE region & the remainder of the UK.

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| 12. | Working closely with Scottish Development International (SDI) and UKTI proactively identify key organisations that will be targeted for investment within the region. Develop tailored propositions and engage with the client to win their investment. |
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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 Degree in Science or Engineering

D1 Membership of relevant professional body

Experience

E2 Significant professional experience gained at management level within a relevant environment (for example, from within industry, commerce or the higher education sector) where the principal source of income is based on concept selling e.g. competitive bids for funding where price is not the only selection criterion.

E3 Demonstrable experience in project leadership, developing effective strategic and operations plans to deliver against the business plan of the Centre

E4 Experience of working in, or working with the space sector/satellite applications and knowledge of how applied research and development activities are conducted and funded.

E5 Experience of developing innovative solutions to business needs and a proven track record of generating collaborative projects with multiple partners

Job Related Skills and Achievements

E6 Demonstrated ability in project management, budgeting and scheduling, ability to simultaneously manage and prioritise a portfolio of complex collaborative projects

E7 Good people management and team building approach, ability to generate respect and establish good working relationships with all stakeholders and partners and achieve buy-in to your ideas at all levels.

E8 Entrepreneurial attitude to identifying and pursuing opportunities with necessary persistence and drive to bring projects to a conclusion.

E9 High level of oral communication skills and confidence in presenting, speaking and “selling” to diverse audiences.

E10 High level of written communication including proposal development skills

D2 Experience in dealing with a range of complex issues in relation to collaborative projects arising from differing approaches/priorities of partners/stakeholders.

D3 Strategic thinker, able to develop a plan for the long term strategic priorities while meeting the short term operational deliverables

Personal Attributes

E11 Demonstrated ability to lead and influence, well-developed business acumen and excellent networking skills

E12 Excellent interpersonal, written and oral and communication skills

E13 Ability to self-direct with minimal inputs from director level

E14 Excellent personal organisational skills and ability to work to deadlines

Other Relevant Factors

E15 Ability to relocate to within the Highlands and Islands region, if required, at the start of the contract

E16 Committed to travelling within the region and nationally to attend meeting and workshops, some requiring overnight stays

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 Dr Hina Bacai, Business Development Manager of the Scottish Centre of Excellence in Satellite Applications (hina.bacai@strath.ac.uk/0141 548 5796), or alternatively to Dr Malcolm Macdonald, Director of the Scottish Centre of Excellence in Satellite Applications (malcolm.macdonald.102@strath.ac.uk).

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 will be held on Tuesday, 31 May 2016.

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

Administrative and Professional Services Staff Grades 6 and above

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, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College 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 Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

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

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 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.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

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 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/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.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed 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 Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

New members of staff, aged under 75, will be admitted to membership of the Universities Superannuation Scheme (USS) on taking up appointment. USS requires a contribution from the member (currently 6.5 per cent of salary for the Career Revalued Benefits section of the scheme and 7.5 per cent for the Final Salary section), to which a contribution of salary is added by the University as required by USS. If a new member of staff has previously been a member of USS and re-joins the scheme on or after 1 October 2011 they will be eligible to re-join the Final Salary section of the scheme if they:

- Have left before 1 October 2011 and have deferred benefits in USS and re-join before 1 April 2014; or
- Have left or leave the Final Salary section after 30 September 2011 and re-join the scheme within 30 months of leaving.

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).

Information regarding pension scheme membership can be found on the Finance webpage. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK 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.

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

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised March 2014