

Senior Economist - Fraser of Allander Institute

Department	Economics (www.strath.ac.uk/business/economics/)		
Faculty	Strathclyde Business School (www.strath.ac.uk/business/)		
Staff Category	Knowledge Exchange	Reference No	508995
Reports To	Director of Fraser of Allander Institute	Grade:	9
Salary Range:	£54949 - £61823	Contract Type:	Open Contract
FTE:	1	Closing Date	Sunday, 12 February 2023

Job Advert

The Fraser of Allander Institute (FAI) is a leading economics research institute which is an integral part of the Economic Department at Strathclyde and Strathclyde Business School.

Over the last forty years, the FAI has developed an unrivalled knowledge and understanding of the Scottish economy and is widely regarded as Scotland's expert authority on economic policy issues.

The FAI is different from traditional academic institutes in that it combines internationally renowned researchers with knowledge exchange specialists who have significant experience from the public and private sectors. This ensures that the Institute's analysis is not only cutting edge but delivered in a way which is accessible and relevant. Institute staff are regularly called upon to provide independent briefing and advice to government, parliament and industry.

We have an excellent reputation for independence and impartiality. This ensures that our studies carry significant weight and impact amongst the business and policy community.

More information about the work of the Fraser of Allander Institute can be found at www.fraserofallander.org.

You will form part of the senior management team of the institute, along with the Director, Professor Mairi Spowage and your fellow Deputy Director, Emma Congreve.

To be considered for the role, you will have a good honours degree and PhD / higher degree (or equivalent professional experience) in an appropriate discipline. You will have a sustained track record of delivering successful knowledge exchange activity with clear strategic benefit to the University and a national reputation for leading significant knowledge exchange projects, resulting in close links with senior staff in industry, learned societies, government and/or relevant Chartered/professional bodies.

Job Description

Brief Outline of Job:

The FAI requires a Senior Economist who can assist in taking the FAI to its next stage in development, through growth in its public engagement, communications and the highest quality analysis of the Scottish, UK and global economies.

As part of this, you will oversee and lead on areas of the institute's research and outreach work in the areas of fiscal and budgetary analysis, trade, business analysis & engagement, and climate change. However, the post holder will have significant

responsibility and flexibility to develop the areas in which the institute will pursue research in the future, depending on research interests and areas of expertise.

As a Senior Knowledge Exchange Fellow (Senior Economist), the post-holder will also be responsible for further developing the wider Department of Economics' suite of industry and policy engagement activities. This will include supporting academics to deepen the 'impact' of their research. Additionally, the post holder will contribute to a small amount of teaching and student supervision.

Main Activities/Responsibilities:

1.	Lead and manage a range of individual and collaborative knowledge exchange activities, delivering innovative outcomes of national/international significance and publicising excellence through professional publications, conferences, outreach events, etc.
2.	Support the Director and Head of Department in defining the strategic priorities of the FAI in collaboration with other senior colleagues across the Strathclyde Business School.
3.	Lead and manage the delivery of the FAI's business plan through the delivery of targets that focus upon growth maximisation and enhanced reputation of the FAI.
4.	Manage knowledge exchange teams as project leader, providing leadership, support and guidance to colleagues and supervising students as appropriate.
5.	Lead, as Principal-Investigator, the development, submission and delivery of knowledge exchange activities of substantial financial value, and guide other team members establishing their own leadership in this area.
6.	Lead and develop internal and external networks of professional experts, researchers and leading thinkers in the field to foster knowledge exchange collaborations, to identify and deliver common knowledge exchange objectives and to generate income.
7.	Secure funding of significant value for CPD and consultancy activity ensuring that top quality feedback is received and repeat business attained whenever possible.
8.	Ensure delivery of high quality CPD and consultancy projects for diverse mix of clients – including broadening out suite of activities and 'offer' to wider set of analytical projects and clients.
9.	Establish strong external relationships and collaboration with other UK bodies at the highest level.
10.	Provide day-to-day management and leadership to the FAI team of KE staff, with a particular focus upon developing a pipeline of 'early career' researchers.
11.	Contribute to teaching and student supervision at all levels, ensuring that knowledge exchange advances inform departmental teaching effort.
12.	Carry out Departmental/Faculty and/or University senior administrative and management functions, for example by convening or participating in relevant committees.
13.	As part of the Senior Management Team, to be accountable for the effective operational and strategic financial management of the FAI to ensure compliance with the University's regulations and financial policies
14.	Take a leading role on FAI media opportunities, ensuring that the reputation of the institute for impartiality and independence is secured at all times.

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 and PhD (or equivalent professional experience) in appropriate discipline.

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

Experience

E2 Relevant senior leadership experience in government, industry or business, demonstrating professional development through a series of progressively more demanding and influential work roles.

E3 A record of success and leadership at a senior level, with demonstrable evidence of strong links with industry and practice.

- E4 A sustained track record of delivering successful knowledge exchange activity with clear strategic benefit to the University.
- E5 Experience of teaching / delivery of training at undergraduate and postgraduate levels, including student assessment activities, and/or to professional audiences.
- E6 A track record of contributing to strategic thinking at a senior level, including setting out a long-term vision.
- E7 Substantial experience in developing productive relationships and collaborations with industry, business, academics and key external bodies

Job Related Skills and Achievements

- E8 Growing national reputation for leading significant knowledge exchange projects, resulting in close links with senior staff in with industry, learned societies, government and/or relevant Chartered/professional bodies.
- E9 Personal credibility and gravitas, with the proven ability to work collaboratively, fostering relationships and influencing a broad range of internal and external partners.
- E10 Capability and capacity to lead continuous organisational development.
- E11 Demonstrable ability to play a senior role within a team environment and motivate and manage staff, with experience of leading teams of less experienced staff and students.
- E12 Proven staff, budget and project management skills.
- D2 An ability to engage with external commentators, particularly the media, or a willingness to engage in training and development in this area if no prior experience.
- D3 Track record of securing knowledge exchange funding and managing associated projects.

Personal Attributes

- E13 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.

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/workforum>).

Informal enquiries about the post can be directed to Professor Mairi Spowage, Professor of Practice & Director of FAI, (mairi.spowage@strath.ac.uk) and Emma Congreve, Deputy Director, (emma.j.congreve@strath.ac.uk)

Conditions of Employment

Conditions of employment relating to the Knowledge Exchange 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](#).

Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

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 will be held on Wednesday, 22 March 2023.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

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.



Conditions of Employment

Knowledge Exchange Staff

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 Universities 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 Knowledge Exchange Staff. 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 <http://www.strath.ac.uk/staff/policies/hr/>.

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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 the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

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

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that Knowledge Exchange staff carry out their duties in a variety of ways appropriate to the nature of their role, but expects work to generally be performed during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangements will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

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/Director 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

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 9.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2022 is £40,000 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

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 Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

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

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 <http://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 notice 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 months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2022