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Strategic Growth & Innovation Consultant (KTP Associate)

Department	Work, Employment & Organisation (www.strath.ac.uk/business/workemploymentorganisation/)		
Faculty	Strathclyde Business School (www.strath.ac.uk/business/)		
Staff Category	KTP Associate	Reference No	710626
Reports To	Dr Joanna Butler, Academic Supervisor, Ryan Mitchell, Company Supervisor	Grade	RS79
Salary Range	Up to £42.5k	Contract Type	Fixed Term (24 months)
FTE	I (35 hours/week)	Closing Date	25/05/2025
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on IFTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Solutions on Demand premises, Glasgow city centre		



Job Advert

The Department of Work, Employment and Organisation in partnership with Solutions on Demand (<https://solutionsondemand.co.uk/>) are seeking to appoint a Strategic Growth & Innovation Associate as part of a Knowledge Transfer Partnership (KTP). This role integrates academic research with strategic business consulting to both deliver the KTP objectives and contribute to Solutions on Demand's commercial growth in the social care sector. The post will be based at Solutions on Demand premises in Glasgow city centre with visits to the University campus.

Solutions on Demand Ltd. operates as a well-established technology enterprise, delivering comprehensive digital solutions across Scotland. The company generates revenue through four established divisions: SOD-IT providing enterprise-level IT support and infrastructure solutions to SMEs throughout the UK; CREO, developing bespoke digital solutions including web design, application development, and integrated marketing services; The Review, Ayrshire's premier community magazine; and The Print Room delivering professional printing services.

This integrated role will see you applying academic methodologies to develop evaluation frameworks while simultaneously working on strategic business initiatives including market expansion, growth planning, and sales strategy development. You will be the bridge between academic knowledge and commercial application, developing frameworks for evaluation while directly contributing to the company's strategic growth plans.

The position offers the KTP Associate the following benefits:

- Fast-track your career and gain a professional qualification by leading a high-impact strategic project central to business growth.
- Apply your academic expertise to address real-world commercial challenges and deliver tangible outcomes.
- Access dedicated coaching, mentoring, and personal development, including a personalised training budget.
- Enhance your skills through KTP training modules focused on leadership, commercial strategy, and business development.
- Drive strategic innovation within a forward-thinking organisation and make a measurable difference.
- Benefit from the support of expert academic and industry teams throughout your KTP journey.

The project is part of the Knowledge Transfer Partnership (KTP) programme that aims to help businesses to innovate and grow by working with UK universities. Successful Knowledge Transfer Partnership projects are funded by UK Research and Innovation through Innovate UK and are part of the government's Industrial Strategy. To find out how KTP works and the vital role you will play if you successfully secure a KTP Associate position please visit: www.ktpws.org.uk

We welcome applications from all individuals and are committed to making our recruitment process as accessible as possible. If you require any reasonable adjustments to participate fully, please contact us in advance to discuss your needs.

Job Description

Brief Outline of Job:

As the Strategic Growth & Innovation Consultant – KTP Associate, you will lead a 24-month Knowledge Transfer Partnership project while simultaneously contributing to the strategic growth initiatives of Solutions on Demand. Your KTP work will focus on developing evaluation frameworks and implementation methodologies for digital solutions in the social care sector, while your strategic business consulting responsibilities will include market analysis, growth planning, and commercial strategy development for the Connect platform. This integrated role provides a unique opportunity to apply academic rigor to real-world business challenges while directly contributing to the company's strategic direction and commercial success.

Main Activities/Responsibilities:

1. Develop and implement evaluation frameworks for digital solutions in the care sector, addressing sector-specific technical requirements, particularly around security and privacy, while driving strategic growth plans for the business.
 2. Lead pilot testing programmes and stakeholder engagement initiatives that meet KTP objectives, inform the commercial strategy, and ensure successful engagement with frontline staff.
 3. Analyse market opportunities and competitive landscapes to identify strategic growth avenues and potential revenue streams.
 4. Design pricing models and success metrics for digital solutions that balance academic rigour with commercial viability.
 5. Generate new business by prospecting potential clients, delivering sales presentations, and preparing proposals.
 6. Identify and solve business challenges through collaboration with senior managers and decision-makers, applying research-based insights to drive organisational improvements.
 7. Cultivate and manage relationships with key stakeholders, including care facilities, business partners, and academic experts, ensuring effective communication at all organisational levels.
 8. Develop and present comprehensive management reports on KTP progress and strategic business initiatives.
 9. Design and implement change management strategies to ensure the successful adoption of digital innovations, particularly in dynamic and resource-constrained environments.
 10. Establish KPIs aligned with KTP goals and organisational objectives to track the success of implementation.
 11. Facilitate organisational development initiatives by identifying training and development needs, formulating and implementing tailored training programmes.
 12. Drive the transfer of knowledge between academic research and business practice, applying theoretical frameworks to commercial challenges and informing business strategy.
 13. Develop training programmes and implementation methodologies that integrate academic best practices into business operations.
 14. Utilise research-based evaluation techniques to enhance product-market fit, improve commercial performance, and assess social impact through data interpretation, statistical analysis, and meaningful metric development.
 15. Stay informed on industry trends and regulatory requirements, adapting to address evolving market needs.
 16. Study and analyse organisational effectiveness, productivity, and efficiency, and write reports on research findings to inform potential changes in organisational functioning.
 17. Study users' reactions to new products, package designs, and advertising efforts through surveys and tests, providing insights for continuous improvement.
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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)

- EI Relevant postgraduate degree in business (e.g., MBA or MSc within an organisational development or project management subject)
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Experience

- E2 Conducting research and evaluations related to social innovation programmes.
- E3 Analysing information and evaluating results to choose the best solution and solve problems
- E4 Developing constructive and cooperative working relationships with others and maintaining them over time.
- E5 Communicating effectively in writing as appropriate for the needs of the audience
- E6 Strategic planning and leading initiatives in product or business development.
- E7 Conducting evaluations or implementing new monitoring systems, processes, or solutions, particularly in social innovation or organisational change programmes.
- D1 Working on cross-functional projects involving both technical and non-technical stakeholders
- D2 Familiarity with impact measurement or change management methodologies in applied settings
- D3 Exposure to marketing and communications activities, such as supporting product positioning, developing promotional content, or engaging target audiences through digital channels.
- D4 Managing commercial or interdisciplinary projects, ideally involving technology integration
- D5 Working with frontline staff and navigating organisational change dynamics
- D6 Identifying emerging technologies and contributing to product or service roadmaps

Job Related Skills and Achievements

- E8 Excellent written/verbal communication skills to effectively engage and influence diverse stakeholders
- E9 Strong interpersonal skills, essential for effective change management and data collection
- E10 Proficient research and analytical skills for evaluating data and assessing project impacts
- E11 Strategic thinking and planning abilities that bridge academic and commercial perspectives
- E12 Effective presentation skills to communicate project outcomes and influence decision-making.
- D7 Proficiency in project management methodologies and tools
- D8 Ability to translate academic research into practical business applications
- D9 Experience in market research and competitive analysis

Personal Attributes

- E13 Collaborative mindset, work well in team settings and across various departments
- E14 Adaptability to navigate the complexities of the social care environment.
- E15 Proactive and solution-oriented approach to problem-solving.
- D10 Demonstrated interest in the public sector, user-led design, or social impact

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted 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.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Interviews

Formal interviews for this post will be held in week commencing Monday, 9 June 2025

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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 Joanna Butler, (joanna.butler@strath.ac.uk).

Conditions of Employment

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

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5% for USS and 6.5% for LGPS.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 27 days (Grade 5 and below) or 31 days (Grade 6 and above), in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.

- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Probation

Where applicable, a successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join 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

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+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

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.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

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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.

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 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current

threshold from 1 April 2025 is £71,484 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 SharePoint \(staff login required\)](#). 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.

11. 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 2025