

KTP Associate (in association with Spirit AeroSystems)

Department	Design, Manufacture and Engineering Management (www.strath.ac.uk/dmem/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Research	Reference No	I5929
Reports To	The Head of Department through Dr Ian Whitfield (Academic Supervisor) and Mr Paul McCubbin (Industrial Supervisor)	Grade:	RS79
Salary Range:	£25,000 - £28,000	Contract Type:	Fixed Term (24 months)
FTE:	1	Closing Date	Wednesday, 22 April 2015

Job Advert

The department of Design, Manufacture and Engineering Management seeks to appoint a KTP Associate to work on the development of a bespoke tool for assessing the financial viability of advanced composite manufacturing processes for aircraft structures in conjunction with Spirit AeroSystems, the largest airframe supplier to Airbus. The successful candidate will play a leading role in a multi-disciplinary team consisting of representatives from manufacturing, commercial, R&D, operations, finance, and supply chain within Spirit AeroSystems, as well as colleagues from the departments of Design Manufacture and Engineering Management, and Mechanical and Aerospace Engineering. The candidate will be responsible for understanding, collating and distilling knowledge from a range of disciplines pertinent to the development and commercialisation of composite structures, for developing a bespoke solution and, for disseminating cost-modelling knowledge and best practice throughout the business.

A KTP is a three-way project between an associate, a business and a university (see www.ktponline.org.uk). The associates are recruited to manage strategic projects within the company, whilst being supported by a dedicated academic supervisor. Founded in 1975, KTP is one of Europe's largest recruitment programmes. This is an opportunity to join a project which will offer challenging business analysis and process improvement work within a supportive, well managed and motivated team environment. In addition to a dedicated personal development budget of £4,000 and a travel budget of £4,000 there is also an opportunity for further study within the University (MSc or PhD). It is also anticipated that following successful completion of the KTP, the company will continue the employment of the Associate.

Spirit AeroSystems' vision is to provide industry-leading aerostructures and systems at a competitive cost. This KTP provides an exciting opportunity to become embedded within a key component of Spirit AeroSystems' business with potential to make a significant impact on the efficiency and effectiveness of the process of costing the aerostructures. The KTP Associate will be based within Spirit AeroSystems site at Prestwick.

To be considered for this role, you will be educated to a minimum of Masters level in Systems Engineering, Mechanical Engineering, Production Engineering Management or Product Design Engineering. You will have experience of requirements elicitation, have ability to tackle complex problems, and you will have project management experience. You will have excellent IT skills and will be proficient in the use of Microsoft Excel. You must be able to plan and organise your own workload effectively meeting tight deadlines, and you will work well as part of a team. You will have well-developed interpersonal and communication skills and an ability to produce high-quality reports and deliver presentations to a range of audiences.

Whilst not essential for the role, applications are welcomed from candidates with experience of systems modelling, information management, cost modelling and/or manufacturing processes and from candidates with experience of the software development for end users.

Job Description

Brief Outline of Job:

To develop, deploy and embed a novel cost forecasting tool in the early stages of composite manufacturing process assessment for a large airframe supplier.

Main Activities/Responsibilities:

1.	Engage with key stakeholders to create models of existing business, manufacturing and costing processes relevant to the programme to create an “as-is” representation of costing approach.
2.	Conduct a review of the state-of-the-art composite manufacturing processes and cost modelling best practice to assess Spirit Aerospace’s current procedures.
3.	Engage with key stakeholders within Spirit AeroSystems to gain agreement of the key performance indicators of the costing approach.
4.	Undertake requirements elicitation and scenario analysis exercises to establish the specification for the expected solution.
5.	Roadmap and development implementations to create a development project plan
6.	Develop costing models using example information flow diagrams, and mock-ups of the costing interface to illustrate the operation and look of the costing solution.
7.	Develop, test and revise costing tool functionality
8.	Develop training material relating to all aspects of the programme for Spirit AeroSystems

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)

E.1 Educated to a minimum of Masters level in Systems Engineering, Mechanical Engineering, Production Engineering Management or Product Design Engineering

Experience

E.2 Experience of requirements elicitation

E.3 Experience of managing complex problems

E.4 Experience of project management

D.1 Experience of systems modelling, information management, cost modelling and/or manufacturing processes

Job Related Skills and Achievements

E.5 IT skills and proficient in the use of Microsoft Excel

E.6 Ability to plan and organise your own workload effectively meeting tight deadlines

E.7 Work well as part of a team

E.8 Excellent interpersonal and communication skills

E.9 Ability to produce high-quality reports and deliver presentations to a range of audiences

Personal Attributes

E.10 Enthusiasm for the role

E.11 Confident and tenacious with the ability to influence people and gain buy-in

E.12 A strong drive towards the achievement of deliverables

E.13 Strong analytical skills with the ability to think creatively to solve problems

E.14 Attention to detail

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without 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 Ian Whitfield, Lecturer (ian.whitfield@strath.ac.uk/ 0141 548 4548).

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 Thursday, 8 May 2014.

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.

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, under age 75, will be admitted to membership of the Universities' Superannuation Scheme on taking up appointment unless they notify the University in advance, at the point of signing their offer letter, that they do not wish to be admitted to membership of USS. 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% for the Final Salary section of the scheme), 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 rejoins the scheme on or after 1 October 2011 they will be eligible to rejoin the Final Salary section of the scheme if they:

- left before 1 October 2011 and have deferred benefits in USS and are rejoining before 1 April 2012; or
- leave the Final Salary section after 30 September 2011 and rejoin the scheme within 30 months of leaving.

New members of staff may opt out of USS within three months of taking up appointment when they will be treated as if they had never been members. 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 in the first instance.

A new employee's guide to joining USS is issued with the offer letter. Full details of the Scheme are available for reference purposes at the Pensions Section of Finance Office, John Anderson Campus.

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.

Revised September 2011