



Digital Factory Team Lead: Additive and Subtractive Manufacturing

Centre	National Manufacturing Institute Scotland (NMIS) (www.nmis.scot/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Knowledge Exchange	Reference No	631383
Reports To	Digital Factory Director	Grade	9
Salary Range	£57696 - £64914	Contract Type	Open Contract
FTE	1	Closing Date	21/07/2024
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).	On Site Facilities	Car parking, on-site shower facilities, reflection room.
Holidays	31 days + 11 statutory days Option to purchase additional holidays.		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) plus external training if required.		
Family Friendly Benefits	Generous parental leave provision, on-campus nursery and options for flexible working.		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies.		

Job Advert

The University of Strathclyde is a leading international technological institution and has a long history of working with industry to deliver strong business growth from access to research and innovation expertise. The latest major initiative continuing to deliver on this track record is through the National Manufacturing Institute Scotland (NMIS).

As a magnet for innovation in advanced manufacturing, the National Manufacturing Institute Scotland (NMIS) group of specialist R&D centres, supports manufacturing, engineering and associated tech businesses of all sizes, to thrive domestically and internationally through accelerating productivity, embracing new digital technologies and achieving net-zero targets.

We turn smart ideas into reality and deliver ground-breaking research.

Coming from diverse backgrounds and disciplines, our passionate team works alongside industry, academia, and the public sector to solve problems, train the workforce of the future and generate the creative ideas that will transform manufacturing.

Ultimately, we are growing the economy, developing a vibrant and skilled talent pool and helping create prosperous, sustainable communities.

NMIS is seeking to appoint a Team Lead for Additive Manufacturing and Subtractive Manufacturing (Machining) who will lead and manage a range of individual and collaborative knowledge exchange activities. As an Investigator, lead the development and submission of proposals to appropriate external bodies for knowledge exchange funding of significant value and manage grants awarded. You will support the NMIS engineering knowledge exchange teams, line manage and support a team of Theme Leads / Sub Team Lead's, and provide technical leadership and guidance to colleagues. You will generate new knowledge exchange approaches with significant impact and identify, adapt, devise and use appropriate knowledge exchange methodologies and techniques. You will lead and develop internal and external networks of researchers and leading thinkers in the field to foster knowledge exchange collaborations, to identify and deliver common research/knowledge exchange objectives and to generate income. You will also lead the development of knowledge exchange activities by, for example, establishing knowledge exchange links with industry and influencing public policy and the professions. You will contribute to Centre, Institute, Faculty and/or University senior administrative and management functions, for example, by convening or participating in relevant committees. You will contribute to the strategic development of the Centre through, for example, developing new knowledge exchange strategies and by anticipating and planning for new directions for yourself and knowledge exchange themes and you will engage in continuous professional development.

To be considered for the role, you will require the knowledge, skills and experience normally associated with a first degree, and will either be educated to PhD level in an appropriate discipline or have significant relevant experience. You will have a 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 and a track record of securing knowledge exchange funding and managing associated projects. You will have the ability to play a senior role within a team environment and motivate and lead teams of less experienced staff. You will have experience of line managing a team, including conducting annual reviews and setting performance standards. You will have 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. You will have an established track record in leading the delivery of engineering solutions in an industrial context, as well as experience of taking a leading role in the research and development of manufacturing processes.

Job Description

Brief Outline of Job:

To lead knowledge exchange programmes in Additive Manufacturing and Subtractive Manufacturing of national/international excellence; to play a key role in developing and delivering new knowledge exchange strategies, including identifying and obtaining sources of funding of significant value; to disseminate knowledge exchange results through regular and sustained external activity; to line manage and lead a team of Theme Leads / Sub Team Lead's to lead professional and knowledge exchange activities; and to carry out senior administrative tasks assigned by the NMIS Management.

Main Activities/Responsibilities:

1.	Lead and manage a range of individual and collaborative Additive Manufacturing and Subtractive Manufacturing knowledge exchange activities, delivering innovative outcomes of national/international significance, managing the IP produced and disseminating results through regular and sustained publications in high impact journals, books and conference proceedings.
2.	Lead, as Investigator, the development and submission of proposals to appropriate external bodies for knowledge exchange funding of significant value and manage grants awarded.
3.	Support knowledge exchange teams as the Team Leader, providing support and guidance to colleagues and customers, and supervise students as appropriate.
4.	Line manage and lead a team of Theme Leads on, providing guidance and support, setting performance targets, team roadmaps and undertaking annual ADRs.
5.	Generate new knowledge exchange approaches with significant impact and identify, adapt, devise and use appropriate knowledge exchange/research methodologies and techniques.
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 research/knowledge exchange objectives and to generate income.
7.	Develop project opportunities and secure funding of significant value for collaborative and commercial projects, and be responsible for the financial targets of the Team
8.	Contribute to postgraduate student supervision ensuring that knowledge exchange advances inform NMIS and partner's capabilities.
9.	Carry out NMIS, Faculty and/or University senior administrative and management functions, for example by convening or participating in relevant committees.

- 10. Contribute to the strategic development of the NMIS group through developing new knowledge exchange strategies and by anticipating and planning for new directions for themselves and research/knowledge exchange teams.
- 11. Engage in continuous professional development.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD (or equivalent professional experience) in an appropriate discipline

D1 Membership of relevant Chartered/professional bodies (including the Higher Education Academy)

Experience

E2 Knowledge and experience of Additive Manufacturing and/ or Subtractive Manufacturing (Machining) in an industrial and/ or research context (preferably both)

E3 A sustained track record of delivering successful knowledge exchange activity in Additive Manufacturing and/ or Subtractive Manufacturing (Machining)

E4 Experience of leading the delivery of Additive Manufacturing and/ or Subtractive Manufacturing (Machining) solutions in an industrial context, as well as research and development.

E5 Experience of line managing a team, including providing support and guidance and conducting annual reviews and setting performance standards

D2 Experience of multi/inter-disciplinary research and knowledge exchange

Job Related Skills and Achievements

E6 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

E7 Track record of securing knowledge exchange funding, managing associated projects and setting a coherent strategy for growth

E8 Track record of feeding back outcomes and experience from knowledge exchange activity into research programmes

E9 Demonstrable ability to play a senior role within a team environment and motivate and lead staff, with experience of leading teams of less experienced staff

D3 Proven staff, budget and project management skills

D4 Track record in knowledge exchange related activities

Personal Attributes

E10 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 Stephen Fitzpatrick, Digital Factory Director (s.fitzpatrick@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](#).

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 a date to be confirmed.

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.

