Deputy Director (Engineering) – Scottish Partnership in Energy and Engineering Research & Innovation (SPEERI)

Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Administrative and Professional	**Reference No**	646638
Reports To	Executive Director, SPEERI	**Grade**	8
Salary Range	£46735 - £57422	**Contract Type**	Fixed Term (Until 31/1/2027)
FTE	1 (35 hours/week)	**Closing Date**	28/03/2025
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).		

Job Advert

The Scottish Partnership in Energy and Engineering Research & Innovation (SPEERI) is a partnership of 14 Scottish Universities working collaboratively to maximise impact in energy and engineering research and innovation. SPEERI works strategically with academia, industry and public sector/government to further build upon and grow Scotland's energy and engineering research excellence to drive global competitiveness and socio-economic impact. SPEERI has recently formed from the integration of two world-class pan-Scottish partnerships; the Scottish Research Partnership in Engineering (SRPe) (www.srpe.ac.uk) and the Energy Technology Partnership (ETP) (www.etp-scotland.ac.uk). The SPEERI Engineering Pillar is managed in accordance with the SRPe approach, and the SPEERI Energy Pillar in accordance with the ETP approach. Both Energy and Engineering pillars are focused around key themes.

The activities of the SPEERI Engineering Strategy are focused around four strategic themes aligning the research and innovation strengths of the Scottish universities with the key strategic opportunities for socio-economic impact and growth: Advanced Manufacturing; Robotics and Autonomous Systems; Infrastructure and Environment; Engineering for Health & Care.

Based at the state-of-the-art Technology & Innovation Centre in Glasgow, the SPEERI Deputy Director of Engineering will be a high calibre versatile professional with a wide range of skills who can manage all aspects of SPEERI strategic, operational and project delivery. You will work closely with the SPEERI Executive Director and manage the day-to-day operational and project delivery of the wider SPEERI team. Due to the integrated nature of the partnership, you will work closely with the SPEERI Deputy Director (Energy) to identify areas of synergy between the Engineering and Energy Strategies and develop joint initiatives. You will collaborate with a wide range of internal and external stakeholders from across a number of organisations spanning academia, industry and public sector, including at senior/executive level.

Your main activities and responsibilities will be across the full range of engineering focused SPEERI activities, including management and oversight of partnership-wide SPEERI funded initiatives and programmes; design, development and delivery of strategic investment cases, strategic initiatives/programmes, collaborative proposals and workshops; identifying and developing new collaborations with academia, industry and public sector, horizon scanning, identification and monitoring of collaborative funding opportunities; organisation and delivery of conferences, events and workshops; marketing and communications; management and coordination of early career researcher skills development/training initiatives; budget management and financial reporting; project delivery and progress tracking; development of databases, and day-to-day operational management and supervision of the SPEERI executive office team.

To be considered for the role you must be educated to a minimum of degree level in a relevant discipline, or with equivalent relevant experience within the higher education, public or industry sectors. You will have extensive experience across stakeholder management, cross-sectoral collaborative strategic proposal / investment case development and workshop delivery, marketing and communications, conference and events management, strategic initiative and collaborative project development and delivery, project management and project performance monitoring, financial management and general operational delivery management and staff supervision, ideally within an industry facing higher education collaborative research environment.

In addition to having excellent interpersonal, organisational & planning, management, communication and IT skills, you must have the versatility and drive to embrace new challenges. Many aspects of delivery will be non-prescriptive and you must be able to operate proactively with a high degree of flexibility, and with a high level of motivation and personal initiative.

This represents an exciting opportunity for a versatile and experienced professional who is looking to make a significant contribution within a high impact organisation whilst continuing to grow and develop professionally

Job Description

Brief Outline of Job:

To work closely with the SPEERI Executive Director in supporting, developing and leading various aspects of the overall SPEERI strategic mission and objectives. To work across all engineering oriented aspects of SPEERI strategy development and operational delivery both within SPEERI and collaboratively across the wider SPEERI network of key stakeholders. To be responsible for day-to-day operational/executive team activity management including day-to-day management and supervision of the wider administrative and programme/project delivery team.

Main Activities/Responsibilities:

1.	Management and oversight of pool-wide SPEERI funded initiatives and programmes (across collaborative research; skills/industry doctorate programmes; knowledge transfer activities) including progress management, budget management and financial reporting.
2.	Design, development and delivery of strategic investment cases, strategic initiatives/programmes, collaborative proposals and workshops, and identification and development of new collaborations with academia, industry and public sector stakeholders.
3.	Horizon scanning, identification, monitoring and reporting of external (UK and international) strategic opportunities and collaborative funding calls.
4.	Organisation and delivery of conferences, events, workshops and strategic theme meetings at a senior level.
5.	Management of marketing campaigns and communications (website, marketing materials, media streams).
6.	Management and coordination of the SPEERI Early Career Researcher skills development and training initiatives.
7.	Development, management and reporting of Performance Management Framework (metrics/KPIs).
8.	Development and maintenance of SPEERI asset registers and databases.
9.	Day-to-day operational / SPEERI executive office management including day-to-day management and supervision of the wider administrative and delivery team.
10.	Engagement 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 A degree in a relevant discipline, or equivalent relevant experience

Experience

E2 Significant professional experience within a relevant professional engineering or research related environment within higher education, industry or public sector.

E3 Extensive experience in developing, managing and delivering collaborative strategic investment cases and proposals involving a wide range of multi-institutional / cross-sectoral stakeholders

E4 Strong background in the design, development, delivery and management of research programmes, skills development initiatives, and collaborative workshops and strategic initiatives.

E5 Experience in horizon scanning, identifying, monitoring and reporting of external (UK and international) strategic opportunities and collaborative funding opportunities.

E6 Experience in the organisation and delivery of multi-sectoral conferences, events, and workshops.

E7 Experienced in marketing and communication management, including preparation of high quality written communications and marketing materials.

E8 Experienced in day-to-day operational delivery management and supervision of staff.

E9 Experienced in the management of budgets and reporting of financial performance.

D1 Experienced in developing and managing strategic / operational performance management metrics and KPIs.

D2 Experience of managing a geographically dispersed team.

Job Related Skills and Achievements

E10 Proven interpersonal and communication skills, with confidence in engaging with and influencing a diverse range of stakeholders including at senior/executive level.

E11 Self-directed with minimal inputs from higher management, excellent programme and project management skills.

E12 Excellent knowledge and understanding of how collaborative research programmes should be conducted including awareness of stakeholder perspectives.

E13 Excellent working knowledge of the engineering / technology / research sector.

Personal Attributes

E14 Self-motivated and tenacious with a 'can-do' attitude and a high level of personal initiative.

E15 Confident in presenting, speaking and engaging with diverse audiences and stakeholders.

E16 Ability to build strong working relationships with a wide range of stakeholders, with good influencing skills.

E17 Versatile, flexible and adaptable approach to work, with strong team-player mentality.

Other Relevant Factors

E18 Prepared to travel to meetings throughout Scotland as required, plus occasionally UK- wide/international.

E19 Prepared to be flexible on days/hours worked to meet important deadlines (occasional)

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

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). For informal enquiries, please contact contact@srpe.ac.uk

Conditions of Employment

Conditions of employment relating to the Administrative and Professional 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.

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 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.

Athena Swan
Silver Award
GENDER CHARTER

disability confident
EMPLOYER

CARER POSITIVE
Employer in Scotland
EXEMPLARY

Happy to talk
Flexible
Working

MISCARRIAGE ASSOCIATION
Proud to have signed
The Pregnancy
Loss Pledge

Working Families
Employer
Member
2025 - 2026

HR EXCELLENCE IN RESEARCH

ARMED FORCES
COVENANT