

# Director of Innovation and Industry Engagement

Directorate	Innovation and Industry Engagement ( <a href="https://www.strath.ac.uk/workwithus/innovationindustryengagement/">https://www.strath.ac.uk/workwithus/innovationindustryengagement/</a> )		
Staff Category	Administrative and Professional		
Reports To	Chief Commercial Officer	Grade:	Senior Management
Salary Range:	Commensurate with the skills and experience of the candidate and the seniority of the role	Contract Type:	Open Contract
FTE	Working time is that which is reasonably required to fulfil the duties of the post	Closing Date	10/02/2023

## Job Advert

Founded in 1796 as a place of ‘useful learning’, the University of Strathclyde in Glasgow is a leading international technological university, proud to deliver world class education, pioneering research and innovative partnerships around the globe. We have a track record of partnering with businesses, reaching outside the University to make the world better educated, prosperous, healthy, fairer and more secure. As a result of this, we were recognised as Scottish University of the Year 2020 by The Sunday Times Good University Guide, and as Workplace of the Year in 2017 by Times Higher Education. We are the first university to win the coveted Times Higher Education University of the Year title twice, in 2012 and again in 2019 and we are three-times winners of the prestigious Queen’s Anniversary Prize for Higher and Further Education.

We have achieved significant success through the realisation of our distinctive ‘triple helix approach’ – the coming together of academia, business and industry, and the government and public sector, in common cause – and a determination to make a significant difference for our students, the economy and wider society. Strathclyde is an anchor institution for the Glasgow City Innovation District-the first innovation district in Scotland that includes Technology and Innovation Zone that has been recognised by the UK Government as a leading Innovation Ecosystem. We are the only institution in Scotland to have a university-wide entrepreneurship strategy, Strathclyde Inspire, providing sector leading support to entrepreneurs at any stage of their journey. The University has a strong track record in industrial collaboration and have pioneered many unique models of industrial engagement including industry research centres and more recently strategic partnerships within our Vision 2025 Plan.

The Director of Innovation and Industry Engagement will be responsible for leading relevant professional services in delivering key strategic areas for the University, working with colleagues across the university and with external organisations. The areas of focus will include:

- the institution-wide entrepreneurship strategy, Strathclyde Inspire
- the next phase of Technology and Innovation Zone within the wider Glasgow City Innovation District serving as an SRO and the project sponsor for the TIC Zone development
- supporting new and existing industrial collaborations, looking at SMEs and corporate partners, focused on improving the customer journey for new relationships.

The post holder will provide strategic leadership for these initiatives and increase external visibility of achievements working with public and private sector.

## Job Description

### Main Activities/Responsibilities:

1.	Lead the delivery of the entrepreneurship Strategy, Strathclyde Inspire across the university and with external organisations providing high level and strategic leadership and direction to ensure the further inculcation of an entrepreneurial environment and mind-set within the University.
2.	Represent the University externally (regionally, nationally and internationally) in promoting the quality and value of our entrepreneurship and innovation ecosystem offering, building the University's profile and reputation.
3.	Working closely with the CCO, Associate Principal of Entrepreneurship and Education and Associate Principal Research and Innovation, define innovation priorities and communicating these to internal and external stakeholders, driving performance against relevant KPIs.
4.	Lead the development of TIC Zone within the wider GCID (as SRO and the project sponsor). Work across all partners and stakeholders to grow the international reputation and standing of the TIC Zone as a "centre of knowledge transfer excellence" in its key technology platforms and clusters. Represent the University at the appropriate Boards and Groups.
5.	Working closely with the Principal and Executive Team, secure and have oversight of all private partner and public funding streams for the development of Phase 2 of TIC Zone and ensure its long-term viability.
6.	Provide strategic directions and leadership for the TIC Zone development across all workstream and lead the development of existing and new clusters within the TIC Zone, their operational readiness within the existing university structures and external engagement.
7.	Working with the faculties, maximise academic resources, linkages and responses to ensure all knowledge transfer resources are aligned to fulfil the strategic objectives laid out in the TIC Zone business plan; this will be based on strong and effective working relationships with the University's academic community and the wider KE and Academic networks.
8.	Oversee the procurement, commissioning, occupancy and running of the TIC Zone infrastructure as it is developed from 2022 to 2025.
9.	Promote and drive a culture of innovation, commercialisation and entrepreneurship across the University and lead the programmes to ensure strong performance against EDI and ESG agendas.
10.	Working closely with the CCO and University industrial centres, develop and implement the University's industry engagement strategy with the focus on growing the number of new relationships across SMEs and Tier one partners. Develop the impact management framework to demonstrate the impact of our work and a triage process for new relationships to ensure a smooth user journey.
11.	Lead Strathclyde Innovations, providing strategic vision, formulate plans and budgets within the Office of the CCO.
12.	Lead the strategic planning and formulation of policy within areas of responsibility in line with University strategy to ensure the University is well placed to respond to external circumstances, opportunities and challenges.
13.	Deputise for the CCO in appropriate external and internal projects and activities including as a Business Lead of GCID and TIC Zone, Enterprise and Investment Committee and senior industry relationships.
14.	Assist in University wide projects and tasks, leading as appropriate, in keeping with a Director/Deputy CCO-level appointment

## Person Specification

<b>Educational and/or Professional Qualifications</b> (E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)	<b>Essential/ Desirable</b>	<b>Assessment Method</b>
Degree/Professional qualification(s).	Essential	Application/CV
Evidence of ongoing professional development.	Essential	Application/CV

Membership of a relevant Professional association.	Desirable	Application/CV
<b>Experience</b>		
Outstanding track record of successfully driving innovation and commercial growth within a complex organisation/s.	Essential	App/CV/ Interview
Demonstrable understanding of and an appropriate balance of experience within the “triple helix” components of the private, public, and academic sectors.	Essential	App/CV/ Interview
Significant expertise in leading, developing and motivating large multi-disciplinary teams and ensuring key targets are met within resource constraints.	Essential	App/CV/ Interview
A track record in securing significant external funding	Essential	App/CV/ Interview
Strong and motivational leadership and management experience, gained in a series of more demanding job roles, with proven ability to positively influence and shape strategic and operational delivery	Essential	App/CV/ Interview
<b>Job Related Skills and Achievements</b>		
Skills to develop productive relationships with industry, academics and key external bodies, with a strong track record in managing and enhancing complex stakeholder relations	Essential	App/CV/ Interview
Highly developed skills in planning at a strategic level and long-term visioning	Essential	App/CV/ Interview
Excellent networking and representational skills and the ability to use these skills to enhance the University’s profile and reputation	Essential	App/CV/ Interview
Capability and capacity to lead continuous organisational development	Essential	App/CV/ Interview
Skills in financial planning and controlling budgets and resources	Essential	App/CV/ Interview
Excellent communication, analytical and negotiation skills	Essential	App/CV/ Interview
<b>Personal Attributes</b>		
Personal credibility and gravitas and the skill to work collaboratively, fostering relationships and influencing a broad range of internal and external partners	Essential	App/CV/ Interview
An engaging personal style which is aligned with the University’s Values and conducive to successful consensus building across a range of stakeholders	Essential	App/CV/ Interview
A ‘team player’ approach, and the ability to operate effectively in multi-disciplinary teams across the University in pursuit of organisational objectives	Essential	App/CV/ Interview
Robust and resilient, with the ability to establish credibility at all levels	Essential	App/CV/ Interview

## Application Procedure

Select Application Procedure (HR use only)

## 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 Donogh O’Brien or Lauren Crichton at Aspen People on 0141 212 7555.

### 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 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 [Choose an item..](#) 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

Informal interviews will be held on [to be confirmed].

Formal interviews for this post will be held on [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.

