

# UHI | SHETLAND

Job Title: Director of the Centre for Sustainable Seafood  
Employer: UHI Shetland  
Reporting to: Section Head – Marine Science  
FTE: 1.0  
Salary: TBA

## **JOB PURPOSE**

To lead the strategic development of the Centre for Sustainable Seafood (CSS) in collaboration with key stakeholders. To facilitate impactful research, knowledge exchange, post-graduate learning, enterprise and curriculum development of the highest quality in the UHI.

It is expected that the CSS Director will be based in Shetland and have a significant role in profiling and promoting Shetland UHI and its UHI Island Academic Partners and will work closely with stakeholder groups in the sea food economy throughout the Highlands and Islands.

## **Duties and responsibilities**

### **1. Academic Leadership and Strategic planning**

- To provide effective academic leadership for the Centre for Sustainable Seafood in a way that is aligned to, and actively supports Shetland UHI's strategic objectives and values, ensuring effective and flexible delivery of the curriculum, research, and enterprise outputs to meet student and customer needs.
- To be responsible for the strategic development of the centre, across curriculum, research, and enterprise ensuring that it is in line with regional, national and international priorities.
- To lead the development of new taught programmes, informed by the industry – to provide the skilled professionals needed by the seafood industry as the sector evolves. To increase student numbers (including international students) studying in-person and online.
- To secure the sustainability of the Centre for Sustainable Seafood and provide a platform for future growth.

### **2. Research Innovation and Enterprise**

- To lead on research and scholarly activities in the CSS contributing to Shetland UHI and the University's profile. In collaboration the CSS Advisory Group and staff in the Marine Science Section, develop impactful research projects across the full sustainability remit of the Centre. Supporting innovation and enterprise which underpins sustainable development.
- To ensure research outputs from the Centre are of the highest possible quality and contribute to the UHI Research Excellence Framework as appropriate.
- To identify funding opportunities and contribute to the development of funding bids to support the delivery of research and curriculum for the Centre.
- To supervise student's scholarship and research activities.
- To develop the consultancy profile of the Centre and undertake business development activities

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- Where appropriate recruit research teaching and professional staff as determined by the needs of developing research and teaching programmes
- To be responsible for ensuring that appropriate health and safety policies and procedures are adhered to in all activities across the section, with particular attention to higher risk practical areas of operation such as boats or workshops.

### **3. Quality assurance and performance monitoring**

- To report on the development and operation of the centre to the UHI Shetland Senior Management Team, the UHI Shetland Board via its Learning Teaching and Research, and Financial and General Purposes Committees as appropriate.
- To report on the activity of the Centre to the UHI Marine, Environmental Science and Engineering Research Cluster.
- To facilitate and report to meetings of the Centre's Advisory Group.
- To agree and monitor the achievement of section performance indicator targets, initiating and leading action for improvement. Ensuring that the Centre moves to a position of financial self-sufficiency.

### **4. External engagement and partnership working**

- To build on partnerships with key industry partners, locally, nationally and globally – to ensure that industry needs are the primary driver for the work of the Centre
- To strengthen links with key partner institutions – including international partners around the North Atlantic and Arctic spheres.
- To lead on the active promotion of the research and curriculum offering of the Centre. To represent the Centre at external engagements, acting at all times as a positive ambassador for UHI Shetland.
- To ensure that the subject and research areas within the section are suitably represented at university wide and sector specific forums.
- To participate proactively in UHI Shetland, UHI and external committees where appropriate.
- To identify and disseminate good practice across the section and Shetland UHI.

### **5. Other duties**

- To be an active member of the UHI Professoriate (dependent on qualification of successful applicant)
- To manage budgets for the Centre and in collaboration with the Section Head Marine Science, effectively plan and utilise resources within the section.

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- To undertake any other duties that may be allocated as appropriate by the Depute Principal commensurate with the appointment.

All Shetland UHI (SUHI) employees are expected to abide by all SUHI approved procedures and perform any other duties not specifically detailed but which may fall within the overall job purpose and within the expected competence and ability of the post holder. In addition, the postholder must uphold our commitment to ensuring quality, equality of opportunity and non-discrimination in all aspects of our work.

The post holder will be expected to commit to all required training and development programmes agreed through the annual objective setting process to ensure compliance with SUHI and sectoral standards.

## **Review and changes to the job description**

This is a description of the job as it is presently constituted. It is normal practice to periodically review job descriptions to ensure that they are relevant to the job currently being performed and to incorporate any changes which have occurred or are being proposed. The review process is carried out jointly by the line manager and employee and you are expected to participate fully in such discussions. In all cases, it is our aim to reach agreement to reasonable changes but, where it is not possible to reach agreement, Shetland UHI reserves the right to make reasonable changes to your job description which are commensurate with your appointment after consultation with you.

## **PERSON SPECIFICATION**

This person specification describes the values and attributes of a suitable candidate for our role. Through the recruitment and selection process we will be looking for evidence that you understand, share and can demonstrate our values and possess the essential attributes.

## **OUR VALUES**

### **Collaboration**

We will proactively engage and co-operate with others.  
We will communicate effectively to share knowledge with others  
We will work constructively with others to achieve a common purpose

### **Openness**

We will embrace feedback and continue to learn.  
We will be empathetic, authentic and honest in all our interactions  
We will listen to others, encourage them to share their views and will value their contributions.

### **Respect**

We will recognise other's strengths and abilities, and their contributions to the organisation  
We will respect and appropriately utilise facilities and resources that are made available to us  
We will consider the impact of our words and actions on others.

### **Excellence**

We will take responsibility for our contribution to the success of Shetland UHI.  
We will take pride in our work and work to the highest possible standard  
We will celebrate the achievements of the Shetland UHI community

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Note: Applications will also be accepted from non-academic candidates who can demonstrate an exceptional track record of leadership and the delivery of impactful projects through industry engagement

	<b>Essential</b>	<b>Desirable</b>
<u>Personal Features/Qualities</u>	<p>Professional approach</p> <p>Able to demonstrate pro-active leadership and effective stakeholder engagement</p> <p>Excellent communicator effective at building and maintaining strong networks</p> <p>Able to work effectively as part of a team</p> <p>Able to work independently using own initiative</p> <p>Enthusiastic and positive outlook</p> <p>Critical thinking</p> <p>Willingness to work flexibly to meet changing priorities</p> <p>Committed to delivering excellence.</p>	
<u>Relevant Experience</u>	<p>Experience of successful and innovative research within a relevant subject area</p> <p>Experience of effective income generation and project management.</p> <p>Leadership in an academic or industry context</p> <p>Experience of establishing and maintaining relationships with external stakeholders and partners</p> <p>Successful supervision of research students</p> <p>Publication of peer reviewed research</p>	<p>Success in the sustainable growth of an academic area</p> <p>Experience of delivering on both research and teaching outcomes</p> <p>Experience of monitoring performance and improvement against key performance indicators</p> <p>Development of curriculum</p>

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## Education

PhD in a relevant subject area

Teaching qualification

Significant experience in successful delivery of impactful projects in a relevant field

Leadership or management qualification

Membership of a Professional Society

## Skills, Abilities and Knowledge

Knowledge of the seafood sector and the specific context of sustainability.

Excellent organisational skills

Excellent interpersonal skills

Effective budget management skills

Good IT skills

Ability to work collaboratively

Last Updated: September 2022