## University of Bath KTP Programme

**CheckRisk Management Services Ltd**

**Applied Behavioural Scientist – KTP Associate**

## The Company - <https://check-risk.com/>

CheckRisk has 12 years trading history in provision of risk analysis and management services to the financial services and investment sector in the UK and Ireland.

The role is full-time, based at their premises in the centre of the beautiful World Heritage city of Bath. The University has a well-established relationship with CheckRisk.

**What is a KTP?**

Knowledge Transfer Partnership (KTP), a government funded scheme brings together universities and businesses to work jointly on a development project that is strategically important to the future of an organisation. Throughout the project the KTP Associate will play a key role in managing and implementing strategic development in the business and transferring knowledge between the University and the business.

**Partnership rationale**

As part of this important and challenging Knowledge Transfer Partnership (KTP) you will work collaboratively with CheckRisk Management Services Ltd and academics from the School of Management and the Department of Psychology at the University of Bath.

Your core responsibility will be working to deliver an innovative Profiler tool that helps organisations avoid misalignments such as ‘insufficient’ risk-taking, ‘too much/ risk-taking, or perverse incentives that inhibit innovation and growth. The tool will enable companies and individuals to better understand risk and make better decisions. This focal area is particularly important today where socially responsible activity or sustainable development is becoming an important driver for innovation.

You will have a key level of responsibility, leading the project, and be part of an interdisciplinary team, working and performing blue-sky and iterative R&D. The role is multidisciplinary and exciting; you will have the ability to garner new and deeper insights into behavioural science, innovation, risk management and decision-making.

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## Partnership management

The KTP Project is delivered by an Associate and is managed through the Local Management Committee (LMC). This is chaired by the senior company executive and comprises the Company and Academic leaders/supervisors and a KTP Advisor (Innovate UK representative). The LMC meets every four months and is responsible for programme direction, ensuring that all parties gain maximum benefit and for authorising expenditure. Associates are expected to prepare an executive summary, to report on progress for the LMC meeting and this must be circulated in advance to LMC members. They are also expected to make a formal presentation on some aspects of their work at this meeting.

The academic knowledge will be provided by Dr Hinvest, Senior Lecturer in Cognitive Neuroscience who works within the field of neuroeconomics, a highly multidisciplinary field bringing together psychology, economics and cognitive neuroscience. His work explores the types of decisions that we commonly make, typically financial decisions, and understanding the conscious and unconscious psychological mechanisms that are involved in the choice (e.g. influence of unconscious emotions). His interests include forming predictive theories of decision-making from economics to allow us to try to predict how individuals or groups will decide.

He regularly works with other academics from the fields of business, management and economics, as well as with practitioners to apply research findings directly to a wide range of organisations.

Further academic knowledge will be provided by Prof. Dimov who joined the School of Management of the University of Bath in 2012 as Professor of Innovation and Entrepreneurship. He was recognised as one of the top 100 professors in entrepreneur worldwide in 2015 as nominated by today's tech entrepreneurs.

Professor Dimov’s research focuses on enabling, accelerating, and funding the entrepreneurial journey, from initial idea to viable venture, in independent, corporate, and social settings. Particularly relevant for this project is his focus on understanding and developing entrepreneurial thinking and associated conceptions of risk. Prof. Dimov is a world leading expert in entrepreneurship and organisational innovation and has published extensively on these subjects. He is Editor-in-Chief of Journal of Business Venturing Insights, a new journal that offers a forum for rapid dissemination of new research related to entrepreneurial phenomena.

Professor Dimov is a core faculty member in the follow research groups: Strategy and Organisation Institute for Policy Research Centre for Entrepreneurship and Innovation Centre for Business, Organisations and Society.

A monthly progress meeting is held with the Company and Academic Supervisors. The Associate is expected to arrange and document these meetings. The Associate is required to maintain a log of the tangible benefits of the project and to provide internal seminars for other members of University and Company staff, based on knowledge acquired through attendance at courses and conferences.

**The ideal candidate will have:**

* A first degree (1st or 2.1 class honours degree) in a subject involving statistical analysis.
* Master’s in Psychology, Applied Psychology or another closely related subject.
* An interest and awareness in the field of behavioural economics, psychology and innovation.

**In addition:**

* Ideally have some knowledge and understanding of commercial business acumen, with some understanding of the financial sector.
* The Associate is expected to play a major role in coordinating the stakeholders involved in this project, so must have good communication and organisation skills.

***KTP Associate – The benefits***

* Accelerate your career
* Gain valuable experience and marketable, highly transferable skills
* Take early responsibility for a high-profile project
* Receive mentoring from the company and an experienced academic team
* Opportunity to gain a professional qualification
* Receive practical and formal management training and development
* Enjoy an excellent chance of a permanent post with the company

It is essential that you understand how KTP works with business and the University, and the vital role you will play if you successfully secure a KTP Associate position. Further information about KTPs and the advantages of being a KTP Associate can be found at <https://www.ktp-uk.org/>

## Associate’s expectation

The Associate will have the opportunity to pursue another higher degree as a member of staff of the University. The Associate will be encouraged to gain membership of a relevant professional body to enable them to work towards Chartered status. They may undertake several selected course activities as well as general courses at the University as a member of staff.

Within the limits of commercial confidentiality, the Associate will have the opportunity to deliver papers at conferences and will be expected to co-author articles.

On successful completion of the project, it is likely that the Associate will be offered a permanent position with the Company. However, if due to unforeseen circumstances this is not possible, the Associate will still have acquired invaluable commercial experience through close involvement with the senior management of the Company. Experience of project management will be gained, as well as knowledge of the daily running of a successful business.

**Salary and conditions of employment**

The post is fixed term for the duration of 15 months with the possibility of securing permanent employment depending on performance.

£31,000 – £34,000 per annum, depending on qualifications and experience, and a £4,000 training budget towards your personal development.

The Associate will be appointed by the University as a member of staff with the School of Management and the Department of Psychology, responsible to the appointed academic supervisor. The contract of employment is for 15 months. There is a probationary period of six months, during which time the contract may be terminated by either side with one month’s notice. Thereafter, the required notice period to be given by either side is three months. The University requires a mid-probationary report after three months and a full probationary report at six months.

In other respects, the Associate will be treated as a Company employee and works full-time at the Company’s premises in central Bath.

The project may require some periods of time to be spent at the University and could involve overseas travel (travel will be in alignment with Covid-related restrictions). The conditions of work, including work hours and holiday entitlement, will be those applying to Company employees. An annual appraisal is carried out with the Academic and Company Supervisors. This is used to identify the Associate’s training requirements in relation to programme tasks and their personal development plan.

Whilst there is no commitment on the Company to retain the Associate at the end of the programme, it is expected that the Associate will be made aware of future prospects at their annual appraisal. KTP appointments cannot normally be extended beyond the end of the project.

***It should be noted that this KTP Associate post entails the development and application of knowledge for commercial outcome and that the Associate will be embedded in the company for the KTP duration. It is technology transfer focussed and not suitable for candidates primarily seeking a more immediate academic research or teaching career within the University.***