

Job Description

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| Job title: | Industry Director, Innovation Centre for Applied Sustainable Technologies (iCAST) |
| Department: | Department of Chemistry |
| Grade: | 9 |
| Location: | The role will be initially based at our Bath campus. Once the iCAST facility (Swindon) is open, the role will be performed between Bath campus and iCAST facility in Swindon. Applicants must be prepared to work flexible hours and to travel within the UK and overseas as required. |

Job purpose

The £17M **Innovation Centre for Applied and Sustainable Technologies (iCAST)** is a new, unique knowledge exchange facility hosted by the Centre for Sustainable and Circular Technologies (CSCT) at Bath. iCAST builds on the world-class research of the universities of Bath and Oxford focussed on chemistry-using and chemical process-based innovation that will enable companies to easily invest in R&D and provide specialist business support for innovation to be deployed commercially. In collaboration with its partners, High Value Manufacturing Catapult's National Composites Centre (NCC) and Centre for Process Innovation (CPI), Swindon & Wiltshire LEP, the West of England Combined Authority, the Western Gateway Powerhouse and SETsquared, iCAST will enable UK companies to scale-up, deliver economic impact, and build supply chains, jobs and growth in the UK.

This role offers an exciting opportunity to lead iCAST's industry engagement and business development activities working at the interface of academia and industry. Reporting to the iCAST Executive and Deputy Director, the Industry Director will deliver best in class industry engagement, grow a sustainable pipeline of industry funding to support delivery of iCAST strategy and key delivery targets, identify opportunities for alignment of research areas and funding that meet end user needs, advocate and promote iCAST and its research base to industrial users and identify new funding opportunities. The postholder will ensure execution of iCAST's joint industry projects (JIPs) and all other translation activities, its Creative Hub and related creative workshops and will be responsible for the sustainable growth of iCAST industrial membership base. The post holder will build new and support existing industrial collaborations and support business development functions to secure income streams for iCAST at UK and international level and ensure iCAST has a solid Sustainable Business Plan in place at the start of its third year of operation.

This role requires excellent leadership, management and organisational skills and a good understanding of the supply chains and existing market within the chemistry-using and chemical process sectors in the UK. Experience within chemistry / chemical engineering R&D would be highly desirable. The role would suit someone who is keen to be part of an accountable, fast-evolving team, where their input will ensure that iCAST delivers on its

mission to kick-start a step-change in our national industrial strategy for translating sustainable chemical technologies into clean growth.

Source and nature of management provided

iCAST Executive & Deputy Director

Staff management responsibility

N/A

Special conditions

None

Duties and Responsibilities:

- Provide strategic leadership for iCAST industry engagement working closely with the project partners to facilitate translation to industry and ensure alignment with agreed strategy.
- Take the lead to support the delivery of iCAST key delivery targets, particularly with regards to industrial membership, private funding, Creative Hub, JIPs and patents.
- Ensure iCAST compliance with University policies
- Support the iCAST Executive and Deputy Directors in the delivery of iCAST's strategic objectives.
- Lead iCAST Business Development Plan, working with iCAST Boards and industry partners to agree how iCAST and industrial funds are utilised and support growth across existing portfolio, identifying new opportunities for further expansion.
- Build new and support existing industrial collaborations and support business development functions to secure regional, national and international income streams for iCAST and ensure iCAST's facilities remain state of the art.
- Proactively work with the iCAST leadership team to develop Creative Hub events to bring together prospective companies with teams of iCAST Technology Translators, academic staff and iCAST industry partners.
- Drive the strategic implementation of iCAST in partnership with the iCAST leadership team, identifying effective and sustainable routes to embed iCAST research outcomes into industry partners businesses.
- Develop sustainability and growth of industrial membership through establishing regular network activities, identifying strategic funding initiatives and influencing JIPs development via workshops and other regular, targeted engagement opportunities with existing and new industry partners.
- Provide regular pipeline forecasts and reports to inform the iCAST leadership team of progress on industrial membership, JIPs, Creative Hub activities and

private and public funding secured, aided by iCAST Manager and Coordinator.

- Create tailored communication for industrial partners, highlighting benefits of membership, progress of iCAST Core Programmes and JIPs etc. To include key account management, company specific communications, newsletters, website and other media updates highlighting iCAST activity across the portfolio.
- Implement fit for purpose industry collaborations and partnerships with appropriate iCAST innovation partners including CPI and NCC. Lead the implementation of new partnerships ensuring collaboration, legal and IP arrangements meet the needs of all partners and are fit for purpose.
- Leading the translational activities in iCAST, provide support to iCAST academics and technology translators on technology commercialisation working with appropriate industrial partners, managing University's IP and risk registers and providing robust approaches to manage conflicts of interests. Ensure industry partners derive value from iCAST through appropriate routes (Core programmes, JIPs, consultancy, etc.) and create effective routes for knowledge exchange, IP generation or commercialisation routes to maximise the impact from research.
- Provide advice to iCAST Delivery Board and Board of Directors on areas of operational efficiency and improvement for iCAST management and support structures.
- Ensure iCAST has a solid Sustainable Business Plan in place at the start of its third year of operation
- Attend and/or present at meetings and/or external forums as relevant to support the dissemination of iCAST and engagement opportunities.
- Work with regional stakeholders - such as LEPs, Councils, WECA, Western Gateway, NCC, UKRI, GW4, etc. - to align iCAST strategies with regional opportunities

| Person Specification | Essential | Desirable |
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| Qualifications | | |
| Relevant degree or an equivalent professional qualification(s) and experience | ✓ | |
| Experience and Knowledge | | |

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| Extensive relevant leadership experience within chemistry-using and chemical process sectors industry and/or at the academic/industry interface, demonstrating professional development through a series of progressively more demanding and influential work roles | ✓ | |
| Significant expertise in leading, developing and motivating multi-disciplinary teams and ensuring key delivery targets are met within resource constraints | ✓ | |
| Highly developed knowledge of the principles, theory and practice of a specialist field of work that may be of an academic, research or industrial nature of relevance to iCAST | ✓ | |
| Credibility and track record as a focal point for chemistry-using industry engagement in demand led research activity relevant to iCAST | ✓ | |
| Knowledge of chemical process manufacturing including the scientific, engineering, regulatory and business challenges faced by iCAST industry partners | ✓ | |
| Proven track record of achievement at a senior professional level with proven ability to influence and shape strategic and operational delivery | ✓ | |
| Strong strategic links at an appropriate level to develop further productive relationships with industry, academics and key external bodies | ✓ | |
| Proven track record of having a leading influence upon industrial partners and/or public policy bodies of national and international standing | ✓ | |
| Track record of securing substantial external (private and public) funding for knowledge exchange, research and/or innovation activities | ✓ | |
| Experience in designing and delivering partnership building workshops and events | ✓ | |
| Skills and attributes | | |
| Authoritative understanding of technology related research, knowledge exchange and innovation in an industry context and/or at the academic-industry interface | ✓ | |

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| Strategic thinker, including the ability to identify, develop and seek funding for new opportunities and highly developed skills in planning at a strategic level and long term visioning | ✓ | |
| Excellent communication, analytical and negotiation skills including confidence in engaging with and presenting to diverse audiences | ✓ | |
| Personal experience and gravitas and the skill to work collaboratively, fostering relationships and influencing a broad range of internal and external partners nationally and internationally | ✓ | |
| Ability to develop productive relationships with industry, academics and key external bodies | ✓ | |
| Excellent interpersonal skills and ability to work well with diverse teams in a dynamic and changing environment. | ✓ | |
| Ability to disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding | ✓ | |

Effective Behaviours Framework

The University has identified a set of effective behaviours which we value and have found to be consistent with high performance across the organisation. Part of the selection process for this post will be to assess whether candidates have demonstrably exhibited these behaviours previously.

Managing self and personal skills:

Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.

Delivering excellent service:

Providing the best quality service to all students and staff and to external customers e.g. clients, suppliers. Building genuine and open long-term relationships in order to drive up service standards.

Finding innovative solutions:

Taking a holistic view and working enthusiastically and with creativity to analyse problems and develop innovative and workable solutions. Identifying opportunities for innovation.

Embracing change:

Adjusting to unfamiliar situations, demands and changing roles. Seeing change as an opportunity and being receptive to new ideas.

Using resources:

Making effective use of available resources including people, information, networks and budgets. Being aware of the financial and commercial aspects of the University.

Engaging with the big picture:

Seeing the work that you do in the context of the bigger picture e.g. in the context of what the University/other departments are striving to achieve and taking a long-term view. Communicating vision clearly and enthusiastically to inspire and motivate others.

Developing self and others:

Showing commitment to own development and supporting and encouraging others to develop their knowledge, skills and behaviours to enable them to reach their full potential for the wider benefit of the University.

Working with people:

Working co-operatively with others in order to achieve objectives. Demonstrating a commitment to diversity and applying a wider range of interpersonal skills.

Achieving results:

Planning and organising workloads to ensure that deadlines are met within resource constraints. Consistently meeting objectives and success criteria.