

Chief Executive Officer

CENSIS

Application Pack



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1. CENSIS Innovation Centre

CENSIS is a centre of excellence for Sensor and Imaging Systems (SIS) technologies that enables leading industry innovators and world-class university researchers to collaborate at the forefront of market-focused SIS innovation, developing products and services for global markets.

The innovation Centre for Sensor and Imaging Systems (SIS) was described as a game changer for Scotland when it launched in April 2013. It is a catalyst to an already rapidly growing technology market and there are endless opportunities within this emerging global market to develop fundamental changes to benefit society and commercialise sensor lead products over wide market areas. We have now been awarded a second five-year round of funding to move into Phase 2 of CENSIS.

Our role is to enable the Scottish industrial base at the level of sectors, subsectors, supplier webs and individual companies, predominantly but not exclusively on the demand side, to successfully adopt new digital and cyber-physical technologies as they pertain to SIS. To achieve this, CENSIS will leverage its in-house engineering, project management and supply chain development resource for industry to:

- Articulate the importance of the cyber-physical perspective for future business models.
- Identify, publicise and evidence the potential benefits of such technologies.
- Demonstrate state of the art, creating assets and spaces for idea exploration and acceleration.
- Showcasing and providing streamlined access to the Scottish academic research base, key for both project and skills delivery.
- Signpost industry to other public and private sector resources.
- Build relationships to create projects to mature technologies and de-risk solutions.
- Position Scottish consortia to access third party funds for such projects
- Develop assets to support companies to develop and scale up solutions, especially for export.
- Participate in project delivery and, where necessary, provide paid consultancy for industry.
- Provide a coherent voice for industry on future skills and application inspired research priorities.

Just on the supply side there are over 170 companies already working directly in SIS technologies in Scotland, generating over £2.5 billion per year to the economy, these companies and others within their supply chain will benefit from R&D, to extend existing products and develop new markets. The industry sector and its supply chain have huge potential to grow. Scotland is rapidly recognised as a global leader in SIS due to the broad research base residing in its world-class universities.

CENSIS forms tripartite project teams to develop industry-led projects, supporting companies to address industry, product and market challenges. This combines industry facilities with the best university research institutions to develop new services, fast prototype minimal viable products, improve ways of working, or strategic level understanding of markets and new market opportunities.

Over the next 5 years, CENSIS is expected to deliver 190 projects and to secure at least £3m of commercial revenues. We will create the opportunity to develop new innovations and are very business-focused, supporting the generation of future economic growth in Scotland to reinforce Scotland as a world leader in SIS technology.

2. Structure and Governance

CENSIS Governing Board

Overall responsibility for the strategic direction, risk management and remit of CENSIS is set by a Governing Board comprising 12 members plus Chair. The Governing Board meets quarterly.

Board Membership

Reflecting the industrial nature of CENSIS, the Governing Board has strong industry representation, and no more than three members from the university sector serve as Government Board members. Membership of the Governing Board rotates biennially except the Chair which is renewed every three years. The Principal Investigator from the host university, the University of Glasgow, and the CEO are permanent members.

Representatives of the Scottish Funding Council and Scottish Enterprise/Highlands and Islands Enterprise act as Board Observers.

Bob Downes, Chair

Bob has wide experience across private and public sectors in the UK, Europe and the US. He has been involved with many business sectors including telecommunications, energy, and health care; and has managed infrastructure provision as well as regional economic development. His responsibilities have covered large scale change management, strategy development and deep operational leadership. He has worked in large international corporate organisations and fast growth start-ups as well as government.

Bob is Chair of SEPA (Scottish Environment Protection Agency); Ofcom board member for Scotland; a board member of KUBE Networks; Chair of the Scottish Government Technology Advisory Board and a Trustee of the Glasgow School of Art Development Trust. He is an advisor to small technology businesses and a member of the Par Syndicate. Formerly Bob held senior roles with BT Group and the Conran Group, Scottish Enterprise and the Scottish Development Agency.

For further details on the Board members please see the CENSIS website.

3. Job Description

Role Specification

CENSIS requires an entrepreneurial leader with proven ability to deliver technology-based industrial innovation for economic and wider societal benefits. The CEO must be highly commercial and well respected, with experience of working across business, academia and the public sector.

The individual will be a proven and visionary leader, a relationship builder with a track record of delivering success through collaboration. They will be comfortable in driving commercial revenues alongside managing public funds.

The Role of the CEO

Background

CENSIS has just completed an initial 5-year phase as one of 8 industry led Scottish Innovation Centres, funded by the Scottish Funding Council (SFC) to drive economic and wider benefits in the Scottish industrial base through technology-based innovation. CENSIS phase 1 focus was on sensors and imaging systems, drawing on expertise in the Scottish academic research base to deliver a portfolio of over 130 collaborative industry led projects, with a total project activity of £18m and a potential economic benefit of over £130m.

After a successful review of the Innovation Centre programme by Professor Graham Reid, CENSIS is one of the first centres to secure over £9m of core phase 2 funding from SFC and now the enterprise agencies, with a remit to generate £3m of additional third-party income. This next 5-year phase, which is starting August 2018, will have a broader technical remit, the cyber-physical domain, but a tighter sector focus: IoT and cybersecurity; digital manufacturing; offshore, subsea and marine; and other subsectors including monitoring of the natural and built environment. Its key activities will comprise collaborative projects, a strategic outreach programme, and a skills agenda.

This is a great opportunity for an ambitious and talented CEO to come in and shape phase 2 delivery and develop the future trajectory for the Innovation Centre.

Job Purpose

The Chief Executive will be an employed by the host institution, the University of Glasgow, but report in through the CENSIS industry-led Board.

The role holder will be responsible for setting and implementing strategy to deliver the goals defined in the phase 2 business plan by enhancing the levels of innovation and academic to business collaboration, leading to significant benefit in the Scottish economy. You will be expected to engage with senior managers from public and private sector organisations in Scotland and further afield to influence policy, culture and practice, creating a step-change in innovation across the academia and industry.

This will require the full mix of general management skills to balance long term and short-term objectives of the centre.

As CEO you must:

- Lead by example to establish and promote the vision, values and goals of the organisation.
- Be the accountable officer for day to day running of CENSIS.
- Manage the core public sector funding of >£9m and secure additional third-party revenues of £3m over 5 years.
- Lead and promote the centre within and outside Scotland, helping to create demonstrable economic benefits.

This job description identifies key responsibilities of the post and is not an exhaustive list of duties.

Main Duties and Responsibilities

1. Provide leadership and direction for CENSIS.
2. Formulate a strategic and operational plan to be approved by the governing board that delivers the phase 2 plan and enhances the international reputation and sustainability of CENSIS.
3. Raise and manage finance as required for delivery of the plan.
4. To manage a team of ~20 staff within CENSIS.
5. To be the accountable manager for the legal and financial aspects of CENSIS, ensuring compliance with all relevant governance requirements.
6. To establish and lead strategic networks that will benefit CENSIS locally and internationally.
7. To ensure effective implementation of CENSIS activities and delivery against all agreed targets defined by the Governing Board, Partners and External Funders.
8. Market and position the CENSIS and Scottish Innovation Centre brand nationally and internationally to key stakeholders, undertaking effective stakeholder management.
9. To build effective strategic relationships nationally and internationally.
10. To contribute to the enhancement of the University of Glasgow's international profile in line with the University's Strategic Plan, Glasgow 2020 – A Global Vision
http://www.gla.ac.uk/media/media_180610_en.pdf

Knowledge, Qualifications, Skills and Experience

Essential Knowledge

A1 Professionally qualified with an Honours Degree in a relevant technical discipline.

A2 Understanding of the commercial and operational challenges facing companies at each stage of their development.

A3 Understanding of HEI sector and the complex mix of pressures, constraints, motivations and risk/reward positions of academic and industry research staff and organisations.

A4 Knowledge and understanding of the Economic Development priorities in Scotland and the UK.

A5 Knowledge and experience of defining, building and managing multi-functional teams addressing complex technical challenges.

A6 Understand the responsibilities and expectations of a Company Director.

A7 Working knowledge of university funding agreements, industrial corporate structures and organisations, public sector funding agreements including state aid issues.

Desirable Knowledge

B1 A business qualification, e.g. MBA and/or a research degree (PhD or equivalent).

B2 Knowledge and understanding of intellectual property including the patent process.

Essential Skills

C1 Demonstrable leadership, communication, managerial and interpersonal skills demonstrating an ability to influence at a senior level in both the public and private sector.

C2 Strategic thinker, able to plan for the long term strategic priorities while managing short term operational pressures.

C3 High level of oral and written communication including presentation skills.

C4 Excellent financial management and budget management skills.

C5 Ability to plan and manage organisational activities and to interact effectively with people at all levels within the university, companies, public and government sectors.

C6 Negotiation skills in relation to commercial and legal terms as well as securing support from public sector organisations.

C7 Entrepreneurial attitude with necessary persistence and drive to bring projects to a conclusion, build strategic relationships and win new business.

C8 Proven ability to simultaneously manage and prioritise across a portfolio of complex collaborative projects.

Essential Experience

E1 A minimum of 10 years' operating at a senior managerial level in a technology based industrial organisation.

E2 A proven industry track record which brings credibility to the centre in both academic and commercial communities from the outset.

E3 Experience of working with and advising board level management.

E4 Experience of managing and controlling budgets, resources, funding and understanding of financial management procedures in both small and large organisations.

E5 Experience of developing innovative solutions and contributing to strategic planning.

E6 Experience in the commercialisation of technology and the ability to respond and adapt to rapidly changing market circumstances.

Desirable Experience

F1 Experience of working in a high technology company.

F2 Experience of taking concept ideas through from initial idea into product release including the challenges of mass production.

F3 Understanding the HEI research funding and the impact agenda.

F4 Experience in a business development/marketing role.

F5 Experience of working with public sector economic development agencies to deliver economic benefit.

Job Features

Dimensions

- Responsible for the management of up to ~20 CENSIS staff.

- Engage industry with all the research active HEIs in Scotland to develop collaborative projects (up to 200 projects). Activity includes mentoring on the business development role, 'hands-on' support with the development/delivery of projects and prioritising workload to deliver operational and strategic CENSIS outcomes.
- Responsible for management of a 5-year budget of >£12m including third party funding.
- Responsible for leading/overseeing negotiations with Public and Private Sector funders of collaborative project activities.
- Responsible for identification of new work, workload between staff, allocation of resource and the determination of team priorities.
- To make significant contribution to economic development in Scotland through the activities of CENSIS.
- To develop CENSIS to a position of financial and operational sustainability for later phases.

Planning and Organising

1 Develop an overall strategic plan for CENSIS.

2 Membership of the Governing Board and responsible for providing information and reports to the Board to enable effective overall governance of the Centre.

3 Lead the executive team of CENSIS in delivering the objectives defined by the governing board and ensuring CENSIS implements the objectives effectively and on schedule.

4 To upgrade and maintain appropriate systems of project and financial management suitable for the projects undertaken and which are acceptable to partners and funders.

5 To monitor, plan and oversee workload of the team.

6 Oversee the negotiation of commercial and legal terms using both in-house and external advisers.

Internal/External Relationships

Internal Relationships

1. To provide written and verbal reports to the Governing Board, stakeholders and partners as required relating to the activities undertaken by the Centre.
2. To prepare and present proposals to relevant groups to seek additional funding or contributions to the Centre.
3. To work with senior management in partner or stakeholder organisations to facilitate a flexible and coherent approach to the effective delivery of the Centre's overall objectives.

External Relationships

1 Host and promote external events across Scotland to attract and engage organisations throughout Scotland to develop and encourage collaborative projects.

2 Build and develop relationships with companies, funding organisations, and HEIs to develop the capabilities in the centre.

3 Provide written and verbal reports to external bodies (funders and others) to promote the activities of the Centre.

4 Prepare written proposals for funding, investment or support by both public and private sector organisations.

5 Present CENSIS achievements to a wider public audience both nationally and internationally.

Terms & Conditions

Salary: negotiable

New entrants to the University will be required to serve a probationary period of 6 months.

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding the scheme is available from the Superannuation Officer, who is also prepared to advise on questions relating to the transfer of Superannuation benefits.

Term of Office: 5 YEARS

Remuneration: Attractive package

Location: Glasgow with travel

8. How to Apply

For an information pack and an informal and confidential conversation, visit www.bd-search.co.uk or call our advising consultant:

- Baljit Dhadda on 0203 906 7776 or 07736 880699
- Peter Ward on 0203 906 7776 or 07711 058871

To submit your application details, email Baljit.Dhadda@bd-search.co.uk

You will be required to submit a CV and brief supporting statement that provides evidence of the competencies outlined in the Person Specification. You will also be asked to complete an Equal Opportunities Monitoring Form which can be found at www.bd-search.co.uk

Reasonable expenses for unavoidable travel expenses in connection with attending interviews will be reimbursed.

Diversity policy

The University of Glasgow is committed to providing equal opportunities for all, irrespective of race, age, disability, gender, marital status, religion, sexual orientation, transgender and working patterns.

This appointment will be conducted in line with principles of merit, fairness and openness.

Confidentiality

Confidential data is stored on a secure database. Personal data is collated for processing applications and is fully compliant with data protection legislation including GDPR. Please contact Baljit Dhadda if you have any concerns on Baljit.Dhadda@bd-search.co.uk