APPOINTMENT OF THE HEAD OF INDUSTRIAL PARTNERSHIPS FACULTY OF SCIENCE AND ENGINEERING
WELCOME

Plymouth is a vibrant and modern university in age but one that draws upon a proud history and heritage of teaching, research and enterprise, with the mission to transform lives.

It is the only ‘post-92’ institution with a medical and dental school. In addition, it is a top 50 research university with genuine clusters of world-class science across areas as diverse as marine science and engineering, medicine, robotics and psychology. We have excellent and distinctive facilities supporting our research, not least our Marine Building and new build at Plymouth Science Park.

Plymouth is a truly global university with partnerships in 30 countries, and we have our own international college. But our sense of community is also very important. The University plays a major role in the economic and cultural fabric of the South West, with particularly strong business engagement. We partner with colleges throughout this beautiful peninsula to ensure that the University can support any student who has the potential to benefit from higher education and from the Plymouth experience in particular.

We are a large university with over 23,000 students benefiting from a Plymouth education. The University has a long history of teaching excellence, including leading national professional developments in higher education. Students as Partners is core to our educational mission and student experience, with a strong commitment to digital literacy, sustainability education, and continuous curriculum enrichment.

The University is in good shape and very ambitious. We are currently refreshing the University vision and strategy and finalising a long-term estates and infrastructure programme.

So, thank you for your interest. If you would like to be a part of an institution with significant potential and have the talent and drive to lead, inspire and innovate to ensure we realise our ambitions, then we would be delighted to hear from you.
ABOUT THE UNIVERSITY OF PLYMOUTH

Founded in 1862 as a School of Navigation, and granted formal university status in 1992, University of Plymouth is one of the UK’s top three modern universities*. Its mission – advancing knowledge, transforming lives – is manifest in the potent combination of first-class, innovative teaching and clusters of world-class research, and a commitment to widening participation and social inclusion, so that students are supported and encouraged to unlock their true potential.

One of the largest universities in the country, with over 23,000 students benefiting from a Plymouth education, the University has invested around £250 million to create a vibrant campus in the heart of the city. It is home to teaching and research expertise across the academic spectrum: from science and engineering to health and medicine; business and entrepreneurship to arts and the humanities. Within the top 50 universities for research, according to the 2014 Research Excellence Framework, the University also has a record number of National Teaching Fellows, and is the first modern university to launch its own medical and dental schools.

The University’s motto – Indagate, Fingite, Invenite, or ‘Explore, Dream, Discover’ – embraces its spirit of restless inquiry and curiosity, its civic and regional leadership, and its proud tradition of encouraging innovation and entrepreneurship. It owns and oversees more than £100 million worth of business incubation, innovation and science park assets across Devon and Cornwall, and is the national lead for the Social Enterprise Network. Plymouth has also been recognised as being the first university in the world to receive the Social Enterprise Mark for its long-standing support of the sector.

Twice winner of the Queen’s Anniversary Prize for Higher and Further Education, and repeatedly ranked as one of the greenest and most sustainable universities, Plymouth also has one of the largest partnerships of further education colleges in the country, stretching from the far west of Cornwall to Bristol and the Channel Islands. And with strong international partnerships in countries such as Sri Lanka, Hong Kong – China and Singapore, there are now some 13,000 University of Plymouth students enrolled on degrees at partner institutions.

The University has a large and diverse student population from a variety of backgrounds and experiences, and enjoys the educational and cultural benefits that this brings. Its well-established programme of outreach activities is raising levels of attainment, aspiration and applications among under-represented groups, and the University sponsors several academies in the region.

*Times Higher Education ‘200 Under 50’ 2017 league table
OUR VISION AND STRATEGY

The University’s mission - advancing knowledge, transforming lives is supported by a vision to be renowned for high quality and internationally leading education, research and innovation, which makes a positive difference to people’s lives; and that with a truly global outlook, it is an inclusive and inspiring university community, with students as its partners on their journeys of discovery.

This will be achieved by focusing strategic activities around three core principles:

**Quality:** striving for the highest quality in everything we do in terms of entry standards, our teaching quality and student experience, graduate prospects, research volume and quality;

**Institutional Sustainability:** achieving sustainability by strengthening our finances, developing our reputation, enhancing our services and enriching our environment;

**One Team:** working, planning for and delivering a shared vision, underpinned by a strong sense of collegiality.

In line with its refreshed vision and strategy, the University will monitor its KPIs on a regular basis and adjust actions and priorities as necessary to ensure it remains on a successful track.
We have invested £250 million in creating a vibrant campus in the heart of the city.

We are ranked in the Top 40 UK universities in the Leiden League table for scientific performance 2017.

Our Graduate School provides support, not just to our international research students but also to all 935 members of our postgraduate community, the largest of any post-1992 university.

We now have 13,000 students enrolled on University degrees beyond Plymouth.

We played a pivotal role in winning £21 million through five successful rounds of the Regional Growth Fund.

92.7% of our graduates go into employment or further study in the first six months after graduation.

We have invested £250 million in creating a vibrant campus in the heart of the city.
EDUCATION AND THE STUDENT EXPERIENCE

The University strives to provide an outstanding learning environment and a stimulating student experience, with a strong focus upon employability and personal development.

A research-informed curriculum provides the bedrock of the learning experience – one animated and energised by the University’s academic community. Very few higher education institutions can match Plymouth’s record for consistently being awarded National Teaching Fellowships across the spectrum of subject areas – 22 in the last 14 years alone – and that success is founded upon pedagogical research and engagement throughout the institution.

The University has made a number of key enhancements to its curriculum in recent years. This year saw the introduction of the Curriculum Enhancement Project (CEP), a semester-based teaching calendar with intensive enrichment and employability modules designed to make the student experience more coherent, with improved satisfaction and retention, and provide the space within the learning environment for personal growth and the development of employability skills.
Shaped by student feedback, academic review, institutional quality measures and pedagogic research, CEP is a proactive response to the rapidly changing and highly competitive higher education landscape and the need to continue to develop a distinctive offer that is genuinely at the cutting edge of current practice. It is a tangible example of how the institution works closely with its student body to anticipate, understand and respond to its needs in a rapidly changing sector.

In this vibrant learning environment, and working with its partners locally and nationally, Plymouth is preparing its graduates to succeed in their professional and personal lives, and to develop into socially responsible global citizens.
With projects and partnerships around the world, and an international reputation for excellence that spans science and technology, arts and humanities, health and medicine, research at the University of Plymouth crosses geographical and disciplinary boundaries. Whether it’s analysing the health of the planet’s oceans and considering the socio-economic impact of those findings, partnering with national charities in conducting brain tumour research, or composing contemporary music through neuroscience technologies, the University’s research culture is one based upon innovation and impact, and a commitment to addressing some of the major challenges facing the world.

RESEARCH PRIORITIES

Research is one of the founding blocks of the University’s mission. It’s also one of the four key goals of the 2020 Strategy. The University’s research addresses some of the grand challenges facing the world today, builds on identified areas of excellence, and is aligned with national priorities set by Research Councils UK, the Technology Strategy Board and the European Union’s Horizon 2020 programme. Plymouth drives that research strategy through several key areas:

**Medicine, Health and Cognition**

Bringing together research strengths in healthcare science, medicine, dentistry, cognition, psychology and wellbeing, the University’s focus on health supports the commitment to creating healthy communities locally, nationally and internationally. Working with associated healthcare partners such as Plymouth Hospitals NHS Trust at Derriford, the University is pioneering a ‘bench-to-bedside’ methodology as part of its focus on translational and stratified medicine.

**Marine**

With one of the broadest portfolios of marine expertise in Europe, the University is a recognised world leader across a huge range of fields: marine biology; marine chemistry; navigation; oceanography; geoscience and environment; coastal processes; coastal shelf-seas engineering; marine technology and engineering; marine policy and development; shipping and logistics; leisure industries; science communication; and law.

**Earth Science and Sustainability**

As one of the world’s leading sustainability-minded universities, Plymouth’s research is focused on terrestrial science and issues relating to societal change and stability; earth sciences and sustainability; and a broad range of work, including agriculture and rural affairs, robotics, transport, ecotoxicology and advanced engineering, as well as key areas of business such as tourism, governance & policy, and workplace ethics.

**Arts and Humanities**

From classical history to cutting-edge digital technology, and from performance methodologies to auditory processing, the University’s research across the arts and humanities embraces innovation and impact. Through the work of experts within i-DAT (Institute of Digital Art and Technology) and as part of the Infinity initiative, much of Plymouth’s work is done in conjunction with partners such as Arts Council England or premiered through events such as the Cultural Olympiad.

**Pedagogy**

Channelled through PedRIO (Pedagogic Research Institute and Observatory), Plymouth has a breadth of knowledge and expertise across all aspects of HE pedagogy. From teaching sustainability in the curriculum to understanding the ways in which students experience higher education in a range of different contexts, the work is used to enhance the opportunities for learning and for personal transformation that higher education offers.
63% of research graded as world leading or internationally excellent by the 2014 Research Excellence Framework

The broadest research portfolio of marine research in Europe

The Peninsula Schools of Medicine and Dentistry was chosen as one of three Centres of Excellence to partner with the Brain Tumour Research charity

We successfully delivered 34 grants and supported the creation of 478 jobs, including 140 at graduate level, through the £3 million GAIN Growth Fund programme

Number 1 in the country for research output for clinical medicine in the 2014 Research Excellence Framework

32.2% increase in research grant income during 2014–15
The University of Plymouth is structured according to faculties and professional service areas.

**Faculties**
There are five core academic faculties, supported by 19 schools. They are:
- the Faculty of Arts and Humanities
- the Faculty of Business
- the Faculty of Health and Human Sciences
- the Faculty of Science and Engineering
- Plymouth University Peninsula Schools of Medicine and Dentistry.

**Professional Services**
Supporting the faculties are the following professional service areas, including:
- Academic Partnerships
- Doctoral College
- Estates and Facilities Management
- External Relations
- Finance and Sustainability
- Human Resources
- Library and Digital Support
- Planning and Analysis
- Registry
- Research and Innovation
- Student Services
- Teaching and Learning
- Technology Information Services.

**Research**
There are also eight research institutes at Plymouth that draw membership from the 1,500 academic staff, often crossing faculties and disciplines. They are externally focused and act as a portal into the different research clusters within the institution. They are:
- the Arts Institute
- the Cognition Institute
- the Institute for Health and Community
- the Institute for Social, Policy and Enterprise Research
- the Institute for Translational and Stratified Medicine
- the Marine Institute
- the Pedagogic Research Institute and Observatory (PedRIO)
- the Sustainable Earth Institute.
The overall leadership and management of the University is undertaken through the University Executive Group (UEG) comprising: the Vice-Chancellor, Deputy Vice-Chancellors, University Registrar and Secretary, Executive Deans and Chief Financial Officer.

Below the UEG the University is sub-divided into five academic faculties and professional support areas. Each faculty is led by an Executive Dean who is answerable to the Vice-Chancellor.

The Faculty is a large, dynamic and successful faculty, employing 280 academic staff across four academic schools, supported by 80 professional support staff and 100 technical staff. It teaches a diverse and successful portfolio of undergraduate and postgraduate courses. In total, there are currently 5,162 undergraduates, 216 masters level students and 260 students registered for a higher research degree (MPhil/PhD).

The Faculty comprises four schools, each led by a Head of School (HoS): Marine Science and Engineering; Computing, Electronics and Mathematics; Geography, Earth and Environmental Sciences; and Biological Sciences. In addition, the Marine Institute and Sustainable Earth Institute are managed through the Faculty.

The Head of Industrial Partnerships works with the Institute Directors, Heads of School and Director of Research and Innovation and the Chief Executive Officer of the Plymouth Science Park.
Role: Head of Industrial Partnerships
Grade: Senior Management
Reports to: Executive Dean, Faculty of Science & Engineering

Role Summary
Within the Faculty of Science and Engineering, the role holder is responsible for the provision of industrial partnerships and expertise, to deliver and develop a customer focused, cost effective service, influencing the strategic direction of industrial partnership activities and the wider University’s agenda. Specifically this will involve identifying and developing external market opportunities to enable the Faculty to maximise the potential of the academic, research and innovation objectives of staff and facilities. Working with the Institute Directors, Heads of School, Director of R&I and the CEO of the Plymouth Science Park, the Head of Industrial Partnerships will enhance the international profile of the Faculty and the University.

The role holder is also responsible for leading and/or supporting the delivery and development of strategic projects/activities/facilities as assigned by the Dean, in a comprehensive, customer focused, integrated, cost effective and progressive manner, influencing the strategic direction of the Faculty, Research and Innovation (R&I) and the wider University agenda.

Key Accountabilities:

- Leads the development, implementation and continuous review of the Faculty Industrial Partnership strategy and delivery plan in accord with delivering against the Faculty Strategic Plan and University’s strategic and overarching ambitions
- Works with the Faculty Strategy Group in the shaping and development of Faculty strategic objectives
- Supports the translation of research aspirations into business initiatives
- Ensures faculty alignment with emerging government policy agenda around science and innovation
- Identifies national and international partnership opportunities to support and strengthen university and faculty facilities, academic portfolio and income diversification; translates those opportunities into commercial contracts/income
- Leads and supports the development, implementation and continuous review of assigned projects, to include: strategic planning, resource allocation and management, marketing and communications, identification of collaboration and funding opportunities and where appropriate, being accountable to funding providers/collaborators for successful delivery of project initiatives.
- Comfortable working with researchers, scientists, engineers and able to act as a knowledge broker between the science base and industry in partnership with the University’s Research and Innovation service area
- Develops strong and effective working relationships with the Director of Research and Innovation and the CEO of Plymouth Science Park
- Develops and supports a network of customers, partners and collaborators
- Plans and forecasts on an on-going, dynamic basis throughout the year in line with the University’s Business Review process
- Raises the positive profiles and good reputation of the University through acting in an ambassadorial and representational capacity in their engagements locally, nationally and internationally acting with all due sensitivities to the communities at hand
- Role models the University’s behaviours whilst leading, managing and developing their direct reports
- Ensures that delegated leadership responsibility distributed within their area engages, equips and develops staff for success in the delivery of their work in line with the University’s approach to Performance Development
- Deals promptly, fairly and effectively with capability and disciplinary issues relating to staff in line with the University’s procedures
- Ensures all activities undertaken are in compliance with the University’s Safety Policy
- Acts in a way that demonstrates the University’s commitment to Equality and Diversity for staff, students and partners

Measures of Success:

- Successful delivery of key priorities and objectives agreed as part of the University’s Performance Development Review
- Successful delivery of objectives from assigned projects
- Staff Survey feedback
- Delivery of plans within cost, time and quality requirements

Knowledge, Education & Training:

Essential:

- Educational attainment at Higher Education level (or demonstrable equivalent experience)
- Understanding of Higher Education and Academic Research
- Knowledge of relevant external sectors, the market and competitor products
- Knowledge of regional and national innovation support and funding landscapes
- Risk identification and mitigation

Desirable:

- Relevant professional qualification
Experience:
Essential:
- Strategic business planning and management
- Partnership management, nationally and internationally
- Project management
- Financial forecasting and budgeting
- Established professional network of relevant companies and stakeholders
- Previous sales experience and generation of significant income
- Compilation and management of sales tenders and contracts
- Demonstrable success in partnership / collaborative working and networking
- Leading and managing people and teams

Desirable:
- Working with both public and private sectors
- Working with Industry Primes, nationally and internationally
- Working with Small and Medium Sized Enterprises (SMEs)
- Sales experience in the technical or scientific field

Skills:
- Sub-contractor / 3rd party management
- Demonstrable success in the marine sector
- Academic research

University of Plymouth’s Behaviours:
- Demonstrates Self-Leadership
- Develops self and others to deliver
- Leads and operates in times of change and ambiguity
- Builds and secures value from relationships
- Drives innovation and action
- Creates and contributes to a shared vision
- Uses sound business judgement
HEAD OF INDUSTRIAL PARTNERSHIPS
HOW TO APPLY

Applications should be submitted by the closing date of 17 November 2017.

In order to apply you will need to complete a short application form via the University’s online recruitment system. You will be asked to provide:

• a covering letter explaining why this appointment interests you and what you will bring to the role
• your curriculum vitae (CV), demonstrating your relevant qualifications and experience
• details of two referees.

Referees will only be contacted after the final interview stage and once verbal offer and acceptances have taken place.

Timetable:
Shortlisting will be completed by w/c 22 November 2017 with interviews scheduled for 6 December 2017.

Please diarise these dates accordingly.

For an informal conversation, please call Professor Kevin Jones, Executive Dean of the Faculty of Science and Engineering on +44 (0)1752 584504.
The University is committed to providing information in accessible formats. If you require information from this application pack in an alternative format, please contact hr@plymouth.ac.uk