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| Person specification |  |

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| **Job Title** | Project Director – Shell-volution |
| **Department** | Research and Innovation |
| **Responsible To** | Director of Shell-volution |
| **Responsible For** | N/A |
| **Grade** | 8 |
| **Location** | Shetland preferred location. |

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** | * Degree level qualification or equivalent professional experience. | * PhD or equivalent professional experience in a relevant field. |
| **Experience** | * Leading management and delivery of scientific research projects and considerable experience of conducting research in relevant field. * Leading the preparation and implementation of research development plans. * Successful stakeholder management and partnership building at all levels between internal and external stakeholders, including academia, industry partners and public sector. * Project Management. Proven ability to lead and manage complex projects and drive innovative research and development and reporting to Project Boards and public sector funding partners. * Principal applicant for successful funding grant proposals. * Experience of grant management and budget control. * Supervision of postgraduate students (to completion). * Advanced academic writing skills (project reporting; academic papers). | * Research experience in academic and multi-partner, cross-sector settings. * Understanding of shellfish aquaculture sector in Scotland and SME business environment in the Highlands and Islands. * A strong professional network within the shellfish aquaculture or marine sciences sector at Scottish and UK levels. * Experience of managing HE and public sector funding projects. * Experience of designing, procuring and managing research tenders and contractors. * Experience of project managing in a research, development and innovation environment. * Line-management experience. |
| **Knowledge and skills** | * Strong understanding of aquaculture industry in Scotland, industry trends, emerging technologies and market dynamics. * Analytical skills: proficient in analysing scientific research, market and sector data to inform findings and strategic decisions. * Ability to present data, findings and project information to a variety of audiences. * Stakeholder engagement:  excellent communication and relationship building skills. * Ability to prioritise competing demands in a complex organisational environment. * Evidence of writing for peer reviewed publication and UK/international conferences. * Project and tender management. * Budget management. * Knowledge of regulatory procedures (Health & Safety; Ethics). | * Knowledge of the Scottish shellfish sector and blue economy policy landscape. * Knowledge of academic, public sector, research and development and innovation funding environment and relevant opportunities. * Understanding of City, Region, Island and Rural Growth Deal funding and project delivery. * Knowledge of UHI and the economy and socio-demographics of the UHI regions. * Knowledge and understanding of issues and processes relating to intellectual property and patenting. |

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| **Personal qualities** | * Ability to work flexibly and proactively on own and as part of a team. * Ability to communicate clearly and effectively verbally and in writing. * Ability to form constructive working relationships with range of internal and external stakeholders and partners in public, private and HE sector. * Results driven: Ability to deliver outcomes against targets to deadlines. * Passion for research, development and innovation: demonstrated creativity, adaptability and solutions-orientated. * Resilience; ability to handle ambiguity, setbacks, constraints. * Highly organised. * Collaborative: a team player who thrives in a collaborative environment. * Ethical; commitment to ethical conduct, integrity and transparency. | * Experience of team leadership. * Ability to collaborate in complex environments to meet project outcomes and deadlines. |
| **Other circumstances** | * Ability to work flexibly and to travel within the Highlands and Islands and further afield, as required. | * Clean driving licence. * An appreciation of Shetland’s culture and dialects. * Knowledge of, or interest in, Gaelic language and culture. * Commitment to support the achievement of UHI's Sustainability Policy and Strategy 2023-30 objectives. |

Date: 10/10/24