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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.
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| **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.
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| **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.
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| **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.
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Date: 10/10/24