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| Person specification |  |

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| **Job title** | Director of Economic Development and Advancement |
| **Department** | Economic Development and Advancement  |
| **Responsible to** | Principal and Vice Chancellor  |
| **Responsible for** | Economic Development and Advancement |
| **Grade** | Competitive  |
| **Location** | UHI House, Inverness |
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| Criteria | Essential | Desirable |
| **Qualifications** | A relevant post-graduate degree or equivalent professional experience or qualification in economics, business, management, or a related field. | A professional membership in a related field.Ongoing professional development related to higher education, economic development, or public policy.  |
| **Experience** | Significant experience at a senior level in economic development, commercial strategy, or income generation, ideally within a higher education or public sector context.Proven track record of leading successful economic and income-generating strategies and initiatives, with demonstrable impact on organisational growth and regional development.Experience of driving and delivering large-scale strategic projects, particularly those linked to regional economic growth, skills development, and commercial partnerships.Strong experience in stakeholder engagement and relationship building, with a focus on government, business, research, industry, and philanthropic sectors.Experience in managing teams, setting performance goals, and fostering a culture of innovation and high performance.Demonstrated success in commercial enterprise, philanthropy, or partnerships, with evidence of securing new revenue streams and driving the university’s financial sustainability.  | Experience in managing diverse teams across different functions, ideally in a matrix environment.Experience of working within the UHI Regions inc Highlands and Islands/ Moray/Perthshire  |
| **Knowledge and skills** | Strong understanding of economic development principles and practices, particularly in relation to regional economic development, business engagement, and skills strategy.Expertise in developing and executing strategic business plans and commercial initiatives to drive growth and financial performance.In-depth knowledge of market trends, economic policies, and government initiatives, with the ability to apply this insight strategically.Excellent communication and interpersonal skills, with the ability to represent the University at a senior level and engage with diverse stakeholders.High level of analytical and strategic thinking, with the ability to anticipate trends, identify opportunities, and develop long-term plans.Excellent organisational and project management skills, with the ability to prioritize, set goals, and drive delivery across multiple projects simultaneously | Understanding of the higher education sector, particularly in relation to regional development, innovation, and philanthropy.Familiarity with government policy on economic development, funding opportunities, and public-private partnerships.  |
| **Personal qualities** | Proven leadership qualities, with the ability to inspire, influence, and collaborate across various teams and with external stakeholders.Strong decision-making capabilities, with the ability to take calculated risks and act as a strategic advisor to senior leadership.Self-motivated, results-oriented, and able to work under pressure to meet deadlines and targets.Ability to work in a collaborative, collegiate environment, balancing autonomy with teamwork.Adaptability and resilience, with a proactive approach to problem-solving in a dynamic, fast-paced environment.Strong integrity and the ability to represent the University’s values both internally and externally.Commitment to fostering diversity, equity, and inclusion within the team and organisational culture.  | A passion for higher education and its role in driving regional economic development and social impact.Enthusiastic about the UHI mission and the opportunity to contribute to the success of the University’s regional and national ambitions.  |
| **Other circumstances** | Ability to travel across the UHI region and beyond as necessary.Flexibility to adapt to the evolving needs of the University and regional development objectives.A proactive and engaging ambassadorial approach, with a high level of energy and enthusiasm for the role.  | 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: December 2024