Centre for Doctoral Training Administrator

| Department | Strathclyde Institute of Pharmacy and Biomedical Sciences (www.strath.ac.uk/science/strathclydeinstituteofpharmacybiomedicalsciences/) |
| Faculty | Faculty of Science (www.strath.ac.uk/science/) |
| Staff Category | Administrative and Professional |
| Reference No | 615056 |
| Reports To | CDT Manager |
| Grade | 5 |
| Salary Range: | £25742 - £28759 |
| Contract Type: | Fixed Term (30/09/2032) |
| FTE | 1 (35 hours/week) |
| Closing Date | 14/06/2024 |

Job Advert

The Centre for Continuous Manufacturing and Advanced Crystallisation (CMAC) is a world-class centre of excellence for advanced crystallisation and pharmaceutical manufacturing research, training and translation. Working in partnership with industry, CMAC’s goal is to transform the development and manufacture of medicines through the development and exploitation of digital design and advanced manufacturing technologies. Our portfolio of activity is focussed on four key pillars to deliver: high quality manufacturing research; the workforce of the future through skills development and training; effective translation of research into industry and, to continue to develop our world leading facilities and Lab of the Future infrastructure. Further details can be found in our 2021-2026 Strategy (www.cmac.ac.uk).

Led by the University of Strathclyde with our partners in the University of Leeds, Imperial College London and University of Sheffield, CMAC has secured a Centre for Doctoral Training (CDT) grant funded by UKRI to launch the new CDT in Cyber-physical Systems for Medicine Development and Manufacturing (CEDAR). Developed in collaboration with industry partners, CEDAR will train 90 future leaders with the multidisciplinary skills essential for advancing next-generation, sustainable medicines manufacturing. The CEDAR programme places individual students at its core, providing world-class technical training, impactful research opportunities, and the establishment of a lifelong network of peers, academic faculty and industry experts. Graduates will embark on transformative research projects aligned with the Industry 5.0 paradigm and, develop the way that cyber-physical systems can help make medicines manufacturing more sustainable, resilient and human-centric.

Applications are invited from experienced administrators seeking a vibrant and challenging role to provide first-class, full organisational and administrative support to the Centre for Doctoral Training (CDT) and contribute to the operational excellence of CMAC, located within the Technology & Innovation Centre at the University of Strathclyde. The successful applicant will lead the administration of the CDT working closely with the Manager, the broader CDT and CMAC operational team and CDT academics to ensure the effective delivery of the CDT. The successful applicant will coordinate recruitment, meetings, travel and workshops and lead preparation of relevant materials and reports.

Candidates must be educated to HND level, with equivalent administrative experience and must have excellent IT, communication and interpersonal skills with the ability to organise and prioritise a busy workload using initiative to ensure efficient service delivery. You must demonstrate a strong track record of working closely in an administrative team and with senior management and you will be numerate and organised with excellent written and verbal communication skills, with strong attention to detail.
Job Description

Brief Outline of Job:
To provide organisational and administrative support to the CDT team and students within CMAC and to coordinate and administer the collaborative interface between the academics and prospective researchers. The role requires a high level of responsibility and use of own initiative to deal with unforeseen and complex issues on a regular basis.

Main Activities/Responsibilities:

1. Coordinate, organise and manage administration duties associated with the successful operation of the CDT within CMAC. Effectively assess priorities for the CDT Team through diary and email management, prioritise stakeholder needs and respond effectively to a wide range of issues and queries.
2. Organisational and administrative support for the CDT meetings, such as preparing agendas, drafting minutes, updating action trackers and compiling outputs from meetings.
3. Coordinate internal and external stakeholder engagements and meetings for the CDT Team and PhD students; meeting and greeting visitors and stakeholders at all levels of seniority.
4. Organising and prioritising incoming email and post on behalf of the CDT Team, corresponding appropriately on their behalf, where appropriate.
5. Organisation of interviews for prospective PhD candidates and collation of all relevant materials.
6. Assessing outcomes and statistics from meetings/workshops, e.g. via surveys and questionnaires, interpreting data and reporting back to CDT management.
7. Arranging travel and accommodation requirements for the CDT PhD students and supporting with guidance regarding associated expense claims.
8. Support the delivery of CDT training and social activities, e.g. setting up conference rooms and registration at the annual Summer School.
9. Undertake other activities as requested by the CMAC CDT Management.
10. Engage in continuous professional development relevant to post.

Person Specification

Educational and/or Professional Qualifications
(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Educated to HND level or higher with relevant experience.

Experience

E2 Relevant experience working at a senior administrative level, ideally in a large complete research environment.

E3 Excellent interpersonal and communication skills with ability to work with and influence a wide range of stakeholders and deal with difficult situations with tact and diplomacy.

E4 Experience of working/responding independently and dealing with unforeseen problems.

E5 Highly organised with ability to prioritise and meet deadlines with accuracy and precision under own initiative.

Job Related Skills and Achievements

E6 Able to liaise productively with several and sometimes competing stakeholders.

E7 Ability to plan and organise own workload effectively.

E8 Excellent IT skills, especially MS Word, Outlook & Excel.

E9 Excellent written and verbal communication skills.

E10 Well-developed organisational, interpersonal and team-working skills.

Personal Attributes

E11 Confidence, assertiveness and the ability to persuade others.
E12 Ability to take decisions within an appropriate level of authority with supervisor involved in decision only if necessary.

E13 Proactive and able to use own initiative.

Other Relevant Factors

D1 Knowledge of University professional service departments and functions.

D2 Knowledge of EPSRC policies and procedures.

Application Procedure

Applicants are required to complete an application form including the name of two referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (http://www.strath.ac.uk/hr/workforus).

Informal enquiries about the post can be directed to Elba Becerra Mallo, Skills Coordinator (elba.becerra-mallo@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: Conditions of Employment.

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found here.

Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join the Local Government Pension Scheme (LGPS) in Scotland. Further information regarding this scheme is available from Payroll and Pensions.

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post will be held on Thursday 27 June 2024.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University’s Values capture what we’re all about: who we are, what we believe in and what we stand for. Our Values have been derived from how we act and how we expect to be treated as part of Strathclyde.
Conditions of Employment
Administrative and Professional Services Staff Grades 3 to 5

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises UNISON as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 3 to 5. Such terms and conditions may be varied by the University Court after negotiation and consultation with UNISON.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff’s letter of appointment and any accompanying papers. Members of staff may not accept outside paid work including personal consultancies without the permission of the University, which will not be unreasonably withheld.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University’s website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 6 months. Further guidance on probationary procedures is published at http://www.strath.ac.uk/staff/policies/hr/.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University’s grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 August each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual’s letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

4. HOLIDAYS

Annual leave entitlement is 27 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, annual leave entitlement will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. These additional days count against the annual leave entitlement.

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University’s expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

<table>
<thead>
<tr>
<th>Period of Continuous Employment at start of absence from work</th>
<th>Full Pay</th>
<th>Half Pay</th>
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</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>1 month</td>
<td>1 month</td>
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<tr>
<td>1 year but less than 2 years</td>
<td>2 months</td>
<td>2 months</td>
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<tr>
<td>2 years but less than 3 years</td>
<td>4 months</td>
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<tr>
<td>3 years but less than 5 years</td>
<td>5 months</td>
<td>5 months</td>
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<tr>
<td>5 years or more</td>
<td>6 months</td>
<td>6 months</td>
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In order to manage the University’s sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the
6. PENSIONS

At the start of their appointment, new members of staff aged under 75 will automatically be admitted to membership of the Local Government Pension Scheme (LGPS). If you are already in receipt of a pension from LGPS and your benefits relate to service prior to 01/04/2015 then you are required to notify the scheme of your new position regardless of whether you decide to remain a member of the scheme at the University of Strathclyde.

LGPS requires a contribution from the member and a contribution, as a percentage of pensionable pay, is made by the University. The contribution rates that currently apply can be viewed here: https://www.spfo.org.uk/index.aspx?articleid=14879.

If your post is located out with the UK in an EU member state, then pension rules do not permit us to enrol you to the scheme.

New members of staff may opt out of LGPS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. Any member of staff choosing to withdraw from LGPS during their employment with the University, and who is withdrawing after three months’ membership but with less than two years’ membership, may be entitled to a refund of contributions (less any statutory deductions). Staff withdrawing from the Scheme with more than two years’ membership are entitled to a deferred pension benefit. Any member of staff who wishes to opt out should contact the Pensions Team, Finance, in the first instance (pensions@strath.ac.uk).

Information regarding pension scheme membership can be found on the Pensions pages of the University’s website. Full information regarding LGPS can be found on the LGPS website – www.spfo.org.uk/index.aspx?articleid=14440.

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University’s disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

9. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least one months’ notice, in writing, on either side, except during the probationary period when the notice period is one week. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term period it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month’s notice in writing. The University is not obliged to continue a fixed term appointment beyond the specified employment period.

Revised November 2017