

DHI Head of Skills and Research

Department	Computer and Information Sciences (www.strath.ac.uk/science/computerinformationsciences/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Knowledge Exchange	**Reference No**	861724
Reports To	Director of Planning and Performance	**Grade**	8
Salary Range	£47389 - £58225	**Contract Type**	Open Contract
FTE	1 (35 hours/week)	**Closing Date**	2611/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	University of Strathclyde, Glasgow		

Job Advert

University of Strathclyde – CIS dept – Digital Health and Care Innovation Centre – HEAD OF SKILLS AND RESEARCH

DHI is Scotland's Digital Health and Care Innovation Centre for Scotland established since 2013. As the Head of Skills and Research you will lead an exciting portfolio of activity on behalf of Scotland's Digital Health and Care Innovation Centre (DHI) which is funded by the Scottish Funding Council and Scottish Government and hosted by the University of Strathclyde in a partnership with Glasgow School of Art. As a skills development expert you will focus on working with Scotland's Universities and Colleges and wider education partners to support curricula development, post graduate education and CPD/Microcredentials development, considering industry, health, care and 3rd sector provider needs. The overall objective for the Head of Skills & Research is to strengthen the education pathways and associated university and college curricula to ensure Scotland has a strong talent pipeline for future digital health and care service provider and industry demands. In addition, this knowledge exchange (KE) professional will lead a portfolio of DHI and collaborative knowledge exchange projects, establishing a distinctive programme of trend knowledge exchange for digital health and care and generating interest through engagement with industry and other key stakeholders in this field. You explore, collaborate and apply as Principal- or Co-Investigator, to appropriate external organisations for KE funding and lead/oversee any skills development and research projects secured. You will also lead and contribute to the quality assurance of DHI formal reports and publications, often as lead author and further write up findings for additional dissemination opportunities (e.g. professional publications or peer review journal publication as appropriate) to generally to enhancing the of DHI and Scotland.

To be considered for the role, you will have a relevant honours degree and PhD / higher degree (or equivalent professional and /or research experience) in an appropriate discipline. You will have a personal track record in skills and curricula development, delivering KE activities relating to these and a demonstrable track record in developing and attracting successful high-quality KE funding.

The successful candidate will have knowledge exchange interests which can proactively contribute to DHI's 10 year strategy and will have the ability to plan and organise knowledge exchange programmes, and to pull together teams of academic, professional, industry staff and others as appropriate, to ensure project delivery for DHI, its partners and address the University's key values.

Applicants may use tools such as AI to support their application; however, all submissions must accurately reflect their own experience and understanding. The University reserves the right to verify the authenticity of application materials and may reject applications where concerns arise.

Job Description

Brief Outline of Job:

To provide leadership for the Skills and Research function with knowledge exchange supporting all activities, developing and delivering a nationally recognised programme of skills/education activity, research translation, workforce development and academic engagement in digital health and care. The postholder will lead the development of a comprehensive skills and research activities across higher and further education, health and social care, industry and government, securing external funding and fostering collaborations that generate demonstrable economic, societal and policy impact. The role will oversee the skills and workforce development initiatives and dissemination of high-quality research outputs, locally and where possible internationally, and manage a multidisciplinary team to support the strategic objectives of the organisation and main funder (SFC).

Main Activities/Responsibilities

1. Lead and manage the Skills & Research Team, supporting strategic direction through the Director of Planning and Performance, leadership, mentoring, and staff professional development, interns, students etc..

2. Design and deliver as part of a team a distinctive programme of digital health and care skills/education development activity, engaging universities, colleges, health and care organisations, 3rd sector, policymakers, and industry partners nationally and internationally to ensure relevance, employability, and workforce readiness.

3. Lead engagement with universities, colleges, professional bodies, accreditation organisations, and student programmes to influence curriculum design, educational pathways, micro-credentials, CPD provision, postgraduate programmes, and funded student initiatives that support digital transformation.

4. Commission with approval, oversee, and undertake translational research to identify emerging trends, opportunities, and evidence that inform organisational strategy, policy development, and innovation practice, ensuring robust research governance, ethics, data management, and knowledge management processes.

5. Lead and manage knowledge exchange with regards to publication and thought leadership pieces in partnership with DHI staff, producing and/or overseeing high-quality reports, white papers, policy briefings, academic publications, and conference contributions that maximise influence and impact.

6. Support strategic partnerships and relationships at a similar management level with universities, colleges, professional bodies, public sector organisations, and industry, creating opportunities for collaboration, knowledge exchange, innovation, and external funding options.

7. Secure and manage external funding as Principal Investigator, Co-Investigator, or lead contributor, developing competitive proposals, partnerships, and projects.

8. Contribute to strategy, business planning, governance, performance reports, and professional practice, through participation in DHI's Senior Management Team. This may include representing DHI on committee's and steering groups as required.

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	Good Honours Degree in a relevant discipline
E2	PhD or equivalent professional experience in digital health, health services research, innovation, public policy, workforce development, knowledge exchange or related field

D1	Fellowship or membership of relevant professional body or learned society
E3	Evidence of professional leadership and continuing professional development

Experience

E4	Significant experience leading knowledge exchange, research translation or innovation programmes.
D2	Established personal track record in carrying out knowledge exchange projects.
D3	Experience developing strategic partnerships across academia, public sector and industry.
E5	Experience leading multidisciplinary teams and managing staff performance and development.
E6	Experience influencing policy, practice or service development through research and evidence generation
E7	Experience working with universities and colleges on curriculum development, workforce development or student programmes
E8	Experience of publishing research and professional outputs for diverse audiences
D4	International knowledge exchange and collaboration experience
D5	Experience of postgraduate supervision or teaching

Job Related Skills and Achievements

E9	Demonstrable leadership in knowledge exchange and stakeholder engagement
E10	Strong strategic planning and programme management capability
E11	Excellent report writing, publication and dissemination skills
E12	Ability to establish credibility with senior leaders, academics, policymakers and industry stakeholders
E13	Ability to secure funding and develop sustainable programmes of activity
D6	Strong networking, influencing and partnership-building skills
D7	Experience of leading organisational change and innovation initiatives

Personal Attributes

E14	Excellent interpersonal and communication skills
E15	Collaborative and inclusive leadership style
E16	High level of initiative and personal accountability
D8	Ability to work effectively across organisational boundaries
D9	Strategic thinker with a commitment to impact and innovation
E17	Commitment to equality, diversity and inclusion

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of two referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

The University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you require any reasonable adjustments or support at any stage of the recruitment or application process, please contact us at humanresources@strath.ac.uk, and we will be happy to assist you. This includes supporting you with the option to submit a paper application or a CV instead of completing the online application form.

Interviews

The interview for this position will require the candidate to deliver a 10 min presentation. Formal interviews for this post will be held on Monday, 7 December 2026

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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 Janette Hughes, Director of Planning and Performance (Janette.hughes@dhi-scotland.com).

Conditions of Employment

Conditions of employment relating to the Knowledge Exchange staff category can be found at: Conditions of Employment.

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our Rewards and Benefits webpage.

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
    - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
    - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
    - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption

Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.

- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. 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.

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+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to support and transform gender equality within higher education and research.

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.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

