

Candidate Brief:
Director of Business Development

Lead Partner: Carol-Ann Searles

Lead Client Researcher: Sam Mitchell



A foreword from Heather Jones, CEO

Aquaculture is increasingly providing the solution to meeting the protein needs of a growing global population. The products of Scotland's aquaculture industry – farmed Atlantic salmon, trout, mussels and oysters – are exported all around the world. Scottish salmon alone is the UK's number one food export. This sector is embracing technological innovation and exploiting opportunities to improve productivity and enhance its environmental credentials.

SAIC is recognised as a well-established and impactful funding and networking organisation. We work with companies large and small across the Scottish supply chain, and with academics across the UK and around the world. We co-fund novel applied research and commercial developments, and stimulate innovation involving multiple partners. As we embark on our next stage of development, with an injection of £10m into our organisation, we are growing our team to provide great customer service to our industry partners.

We strive for excellence, we are ambitious on behalf of Scotland's aquaculture sector, and we are a dynamic, agile and outward-facing organisation. As an Innovation Centre, we continually seek new and better ways to deliver our business and to exceed the expectations of our funders and clients.

Thank you for your interest in working with SAIC; we look forward to exploring how your skills can complement our ambition.

Heather Jones
CEO

ABOUT THE SCOTTISH AQUACULTURE INNOVATION CENTRE (SAIC)



The Scottish Aquaculture Innovation Centre (SAIC) is one of eight Innovation Centres founded in 2014 by the Scottish Government with the goal of driving growth in areas of key economic and social importance. SAIC is based at the University of Stirling and has the role of connecting industry with academic research to spark innovation within the aquaculture sector, increasing the value offered to the Scottish economy. SAIC funds and supports commercially relevant, collaborative research on priority issues; shares insight and knowledge gained throughout the sector, attracts additional funding to Scottish aquaculture; and raises awareness of the career opportunities in this vibrant, growing sector.

One of the powerful avenues for bringing partners together is the SAIC Consortium. This is a collaborative body of businesses and organisations, from SMEs to Scotland's top universities. SAIC directly employs 12 people, and there are currently 115 members of the consortium. In its first five years of operation, SAIC received £11.1 million in government funding for contribution to research, and has attracted a further £35.8m from industry and other partners. SAIC has supported 47 research projects with direct industry-relevant outcomes and have driven a strong return on investment, with £5.00 generated for every £1 of public money invested as of 2017. SAIC's Phase 1 activities also created 204 jobs and £48.2m GVA. The organisation also funded eight PhD places and 84 Masters degrees in its first phase of operation.

SAIC's innovation programme is delivered through three key workstreams: driving innovation, sharing innovation and nurturing innovation. Each project funded and activity undertaken by SAIC addresses one of these three areas, but all have the same overall aim of delivering a practical benefit to the sector.

This is an exciting time for SAIC, having recently received a fresh injection of funding for an additional five years. SAIC's support for innovation is part of the industry's aim to double aquaculture's value to the Scottish economy by 2030. SAIC is now looking to strengthen the ability of the team to engage with commercial partners and support business across the supply chain, including SMEs as well as the larger corporates involved in driving investment in Scottish aquaculture.



SAIC has laid out the following strategy for the next five years:

- 1. Drive innovation through new sources of funding and bringing partners together from across the UK, with a focus on engaging with SMEs.*
- 2. Develop aquaculture skills and talent across Scotland through a focussed programme of mentoring; helping the growth of the Women in Scottish Aquaculture (WiSA) network, and working with undergraduates and schools to build awareness of aquaculture as a career.*
- 3. Sharing innovation throughout the industry by organising workshops, conferences, and disseminating information in new ways over the next five years.*

RECENT NEWS AND AWARDS

Five world experts join aquaculture advice board –

🌟 04/02/2020

Aquaculture talent hunt can fire imaginations, says minister –

🌟 22/01/2020

Scientists in Scotland and Chile team up to battle salmon gill disease –

🌟 19/12/2019

New women in aquaculture mentoring programme launched –

🌟 18/12/2019

SAIC secures £10m in government funding for the next five years –

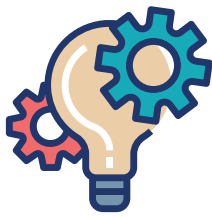
🌟 29/11/2019

Two aquaculture industry directors join SAIC board –

🌟 28/02/2019

SAIC'S VISION

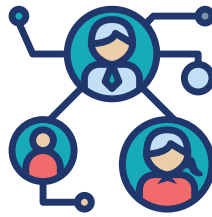
DRIVING INNOVATION



Enabling research & development and collaborative projects

“We fund and manage collaborative research and development projects with partners from industry and academia. We channel our resources into the areas that will benefit the Scottish aquaculture sector the most. The research we fund is geared towards meeting genuine needs and solving industry challenges.”

SHARING INNOVATION



Facilitating knowledge exchange, networks and events

“As part of our sharing innovation workstream, we facilitate knowledge exchange. This includes activities such as site visits to learn more about new technology, collaborative meetings to discuss the latest research findings, and organising industry summits and workshops.”

NURTURING INNOVATION

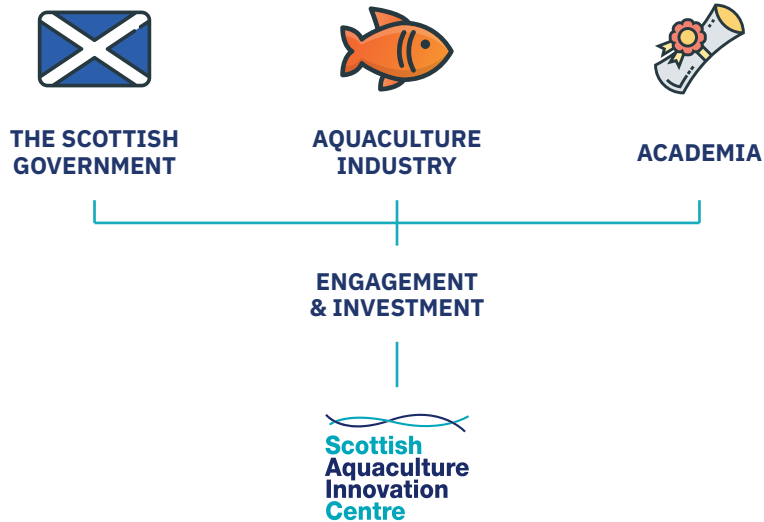


Supporting the next generation of innovative leaders

“We support the next generation of innovative leaders through education and skills programmes via our Aquaculture Academy. Having people with the right skills in the right places is key to the continued success of Scottish aquaculture. We help match candidates to aquaculture businesses or academic courses through a range of different paths.”

THE SAIC MODEL

SAIC draws investment and engagement from the Scottish Government, the aquaculture industry, and academia to deliver on mutual benefit for all and growth of Scottish aquaculture.

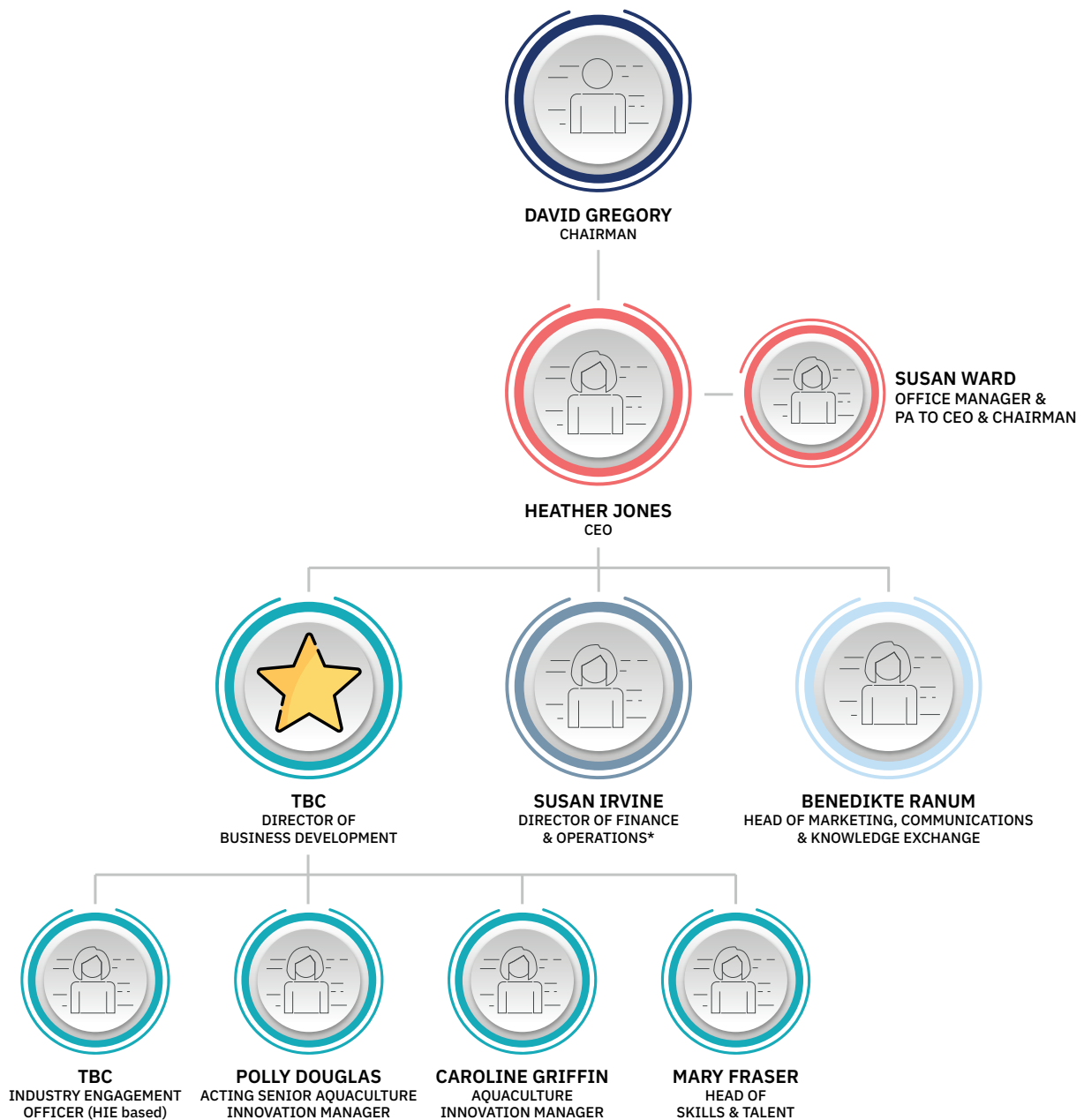


AREAS OF R&D INVESTMENT

SAIC directs its focus towards areas that industry feedback identifies as genuine priorities. These areas are not static and evolve as the industry identifies them. The current priority areas are identified below:



ORGANISATION CHART *(not comprehensive)*



★ ADVERTISED ROLE

ROLE SUMMARY

Role: Director of Business Development
Company: Scottish Aquaculture Innovation Centre
Location: Stirling or Highlands & Islands
Reporting to: Heather Jones, CEO
Reports: Four direct reports and two indirect reports

ROLE PROFILE

Following a fresh round of funding, SAIC is looking to hire a Director of Business Development to foster investment and interaction with external stakeholders in the aquaculture industry with a view to raising funding for research projects, facilitating the exchange of knowledge, and improving awareness of opportunities in the sector. This is a critical role within SAIC, which is reliant on the wider industry to fulfil its function of innovation and growth in Scottish aquaculture.

Reporting into the CEO, the Director of Business Development will be the key point of contact between SAIC and the wider aquaculture industry. This individual will be responsible for building new strategic partnerships and deepening existing connections with key external industry contacts, identifying commercial opportunities, and leveraging their network to facilitate research cooperation and investment. This mandate will drive and deliver SAIC's business strategy to support the industry's revenue growth and impact. The Director of Business Development will also work closely with – and directly support – the CEO in the operation of SAIC.

This individual will be charismatic and have the ability to influence at all levels. They will have a demonstrable track record of working in front-facing roles, and developing and maintaining strong relationships with business leaders in the local and global aquaculture sector. Maintaining a strategic and long-term perspective, the Director of Business Development will monitor macro-economic industry trends, identifying key and emerging research areas to ensure SAIC is always promoting and pushing the boundaries of aquaculture innovation. They will have a keen commercial mind and be pragmatic in managing the

investment of a limited budget, while using their influencing abilities to drive maximum investment from a diverse group of stakeholders. They will be a strong negotiator and networker who can manage competing (and at times conflicting) stakeholders to ensure cooperation on research for mutual benefit. They will act as a conduit for client needs and concerns in the industry, and will address issues and expectations appropriately. The successful candidate will champion SAIC and the work it carries out at national and international conferences and seminars, host their own events and forums to bring together different voices, and act as a mediator to disseminate information across the industry.

The Director will have the additional responsibility of managing the project team of six, and will deputise for the CEO. They will fulfil a managerial role and should be able to evidence success in senior management and team leadership roles to deliver against KPIs.



ROLE OVERVIEW – KEY RESPONSIBILITIES

- Build strategic partnerships and business relationships with leaders in the Scottish aquaculture industry and academia.
- Identify new commercial and innovation opportunities through engaging with companies (large and SME), industry bodies, and other potential sources.
- Expand the size and level of engagement in applied R&D from SAIC's existing consortium members, through developing an active business engagement plan.
- Identify and develop sources of innovation funding for aquaculture from the wider UKoutwith Scotland.
- Improve access by Scottish SMEs to innovation funding, building their relationships across the supply chain and with Scotland's applied research expertise.
- With your team, be a stimulus for change across the university sector through enhancing the wider understanding of the commercial needs for applied R&D from Scotland's aquaculture industry.
- Raise visibility of SAIC and the value offered to the aquaculture industry, showcasing the commercial benefits to research cooperation.
- Operate as a senior member of the SAIC team, providing internal leadership and guidance, and as an ambassador of the organisation in all external interactions.

REQUIRED KNOWLEDGE

- Experience in senior management and leading teams in a relevant environment (industry bodies, aquaculture, membership organisations).
- Knowledge of aquaculture networks preferred but not essential.
- Experience engaging with businesses in collaborative ventures would be useful.
- Degree qualified or equivalent experience.
- Postgraduate qualification in business, management or a relevant field preferred but not essential.

ABOUT YOU

- Charismatic and influential with an aptitude for engaging with business clients.
- A business development mentality, able to identify areas with the highest potential RoI and a track record of engaging with existing clients and new customers.
- Strong written, verbal and presentation skills.
- Resilient, flexible and open-minded.
- Able to assess opportunities and industry initiatives through a commercial lens and produce pragmatic solutions.
- Team player and relationship builder, both internally and externally.
- Proactive, motivated and credible in identifying and delivering opportunities to improve commercial and operational performance.

LOCATION

The role will either be based out of the SAIC offices at the University of Stirling or the Scottish Highlands (dependent on the candidate), with travel to the alternative location two days a week.

INTERVIEW PROCESS

This assignment is being managed exclusively by Carlyle.

Screening interview:

Carol-Ann Searles & Sam Mitchell, Carlyle

Psychometric assessment:

Details TBC

Final interview:

Heather Jones (SAIC CEO), David Gregory (SAIC Chair), an HR representative from the University of Stirling, and an industry Board Member (Wednesday 8th April 2020)

KEY CONTACTS



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