



Head of Enterprise and Commercial Services

Location: Hybrid working or onsite (preferred)

Contract Type: Permanent

Salary: £54,395 – £64,914 per annum

Working Pattern: Full Time (37hrs per week)

Closing Date: 31st July 2024

www.sams.ac.uk



Are you a business savvy strategic manager with an understanding of commercialising scientific research for profit, actively looking to lead a dynamic team to provide real world solutions to marine environmental challenges?

The Role

Combining SAMS scientific research capability with the Enterprise team's business expertise in project management, quality and consultancy work, you will lead activity that helps provide industry clients with bespoke science-based solutions and robust products.

Leading an established team of staff including technical product specialists and business support towards growth, you will be the senior manager overseeing all commercial activity for this business area. With over 90 dedicated researchers based at SAMS, there is potential opportunities to make your mark and grow the company further.

Our Ideal candidate, will have:

- Extensive experience delivering successful commercial activities for an academic institute or scientific research environment. Knowledge of marine environment, a bonus.
- A business degree or equivalent experiential learning, to generally lead and manage an SME: financial planning, decision-making, HR/people/EDI matters, etc.
- Highly developed interpersonal skills including influencing and negotiating and effective team management.
- Senior level experience, to lead with credibility and work closely with members of the senior management team and SAMS Board.
- A good track record of commercialising innovative research projects - ideally in environmental science.



Role Purpose

To strategically plan, monitor and oversee all commercial activities of SAMS Enterprise towards delivering profitable and reputational outcomes in support of SAMS scientific research. To manage and lead the Enterprise team with the delivery of consultancy work and associated business services. To facilitate collaboration internally across teams and functions. To communicate commercial work effectively externally to with a view to increasing income generation to established and new customers, by delivering a high-quality, impactful and effective service. Developing and leading the department towards successful strategic outcomes.

Key Area of Responsibility

Strategic Leadership – taking responsibility for the overall strategy and associated activity within the Enterprise team. Working with existing managers to ensure the department is correctly directed, staffed, resourced and supported to deliver best value for both clients and SAMS. Working collegiately as part of the senior management team (Executive Group) to set direction of travel and deliver on targets.

Other Areas of Responsibility

Business Growth – working closely with the Business Development and Proposals Manager under your care, to direct and lead income generation from activities in Enterprise to help drive profitable growth year-on-year. To set and agree strategy for growth across the business.

Governance – as a member of SAMS Executive Team you will provide a strong link between the commercial and research departments of the organisation, contributing to discussion, ideas and decision making on organisation wide issues. Also attending Enterprise Board meetings and SAMS Board meetings, on a quarterly basis.

Development – meet Research colleagues regularly via set research area meetings. Guide the process of integrated and collaborative working to identify potential commercial opportunities realisable from SAMS research projects and where the science can be developed to exploit commercial markets. Responding to industry requests and business needs to develop capability.

Finance – working with the Head of Finance and a dedicated Finance Business Partner to set budgets and monitor business performance on a monthly basis. Develop the business plan (annually) for the Enterprise company, that aligns with SAMS wider organisational objectives.

QHSE – being responsible for the Health, Safety and Welfare of the team and supporting the Quality Manager in maintaining Enterprise's ISO9001 accreditation, by ensuring projects are delivered robustly and consistently against the quality management system and procedures.

Planning and Organising

- Assesses and plans business strategy, prepares the annual business plan, builds financial budgets, sets objectives and actions at headline level and oversees delegation of objectives and actions to team members through line management.
- Monitors, controls and reports on business performance against business plan and financial targets taking pro-active action to address variance from target.
- Develops, implements and reviews commercial activity within target market sectors / industries – securing new and building existing revenue streams, steering business development and identifying opportunities for business partnerships.
- Maintains close contact and regular weekly meeting with Directorate to report on Enterprise and contribute to SAMS Group management.
- Active member of the Executive Group – providing input to SAMS wide planning and management, reviewing and setting strategic direction and objectives.

Problem-Solving

Required to resolve complex problems affecting their team of staff and/or the commercial opportunities, projects and related business activities under their care. This will include managing people issues (attendance, sickness, training, performance, disciplinary, resourcing) as well as strategising to navigate business requirements (contractual delivery, legal compliance, assessing risk and impact) that protects or ideally enhances the visibility, reputation, and profitability SAMS Enterprise Ltd.

Decision-Making

- Operating with authority and accountability for the general functional activity and success of SAMS Enterprise, taking into account wider SAMS-group factors.
- Identifies and anticipates potential commercial challenges or barriers to market
- Focussed on meeting or exceeding strategic objectives and budgeting goals.
- Identifies practical and workable solutions, in a proactive and professional manner.
- Developing innovative ways to encourage Science-Enterprise collaborations, respectful of potentially competing job demands, objectives or resource issues.
- People management decisions (recruitment & selection, development, performance).

Key Relationships

- Collaborating and communicating with both internal and external stakeholders.
- Working closely with the Associate Director(s) to drive continuous enhancement of co-operation between Science and Enterprise departments, by engaging with Project Leads (Principal Investigators) and their teams, appropriately.
- Sitting on the Executive Team, working closely with Directorate and senior leaders, to help support SAMS-wide operational management and strategic leadership.
- Leading on key engagement initiatives with new clients, collaborators, suppliers, etc.

Knowledge, Skills and Experience needed for the job

Core Professional Experience and Qualifications

- Extensive prior experience in developing and delivering successful commercial activities, ideally for an academic institute or scientific research environment.
- Ideally, knowledgeable about the marine environment and its opportunities and challenges.
- Experience in managing a small company with focus on sales and marketing activities.
- Experienced in general management; such as budgeting, forecasting, managing and monitoring income and operational expenditure, including contingencies for risk.
- Technical knowledge of commercial consultancy, ideally from a scientific background.
- Awareness of Intellectual Property.
- Senior-level experience of business development, commercial partnerships, and B2B sales and service-delivery, ideally gained from a Science-sector background.
- A proven track record of developing a sales culture within a team environment.

Key Skills, Abilities and Personal Attributes

- A strong strategic leader with experience in directing business teams to achieve growth.
- Commercially astute, experienced and skilled at negotiating commercial contracts.
- Highly developed people skills delivered with credibility and authority, adept at building relationships with people, at all levels and from diverse stakeholder groups.
- Collaborative worker; able to provide leadership to established managers and work collegially with peers at a senior level, as part of the Executive team or Board-level.
- Excellent analytical skills applied to business planning and decision-making.
- Strong customer relations, negotiation and influencing skills.
- SAMS values excellence, respect, responsiveness, relevance and commitment.

Dimensions – Scope of role

Overall General Management responsibility for the SAMS Enterprise Limited company. Oversee the provision of business and commercial project delivery to a diverse client portfolio, with a view to growing stakeholder engagement and existing client base. Annual company income target of £2 million (plus) with the strategic aim to increase income for year-on-year growth. Overall responsibility for a team of 20 people.

Further Information

SAMS operate a hybrid, agile working model, with core working hours being 08.45 – 17.09hrs, Monday to Friday. This post will require occasional national and international travel. Although we are of course happy to talk flexible working at the point of interview, it is expected that the value of face-to-face interactions for building connections and trust into relationships, with stakeholders at all levels, is respected. This role will require working internally (onsite, in office, with others) and externally (visiting clients, conferences, etc).

The post holder may also be required to perform duties other than those stated in this job description and particular responsibilities attached to posts may vary from time to time without changing the general character of the job, or the level of responsibilities expected.

About Us

SAMS Enterprise Limited is subsidiary company of the SAMS group and ‘the business arm’ of the organisation, focussed on the commercialisation of our special marine science research. Your goal is to help lead the business towards greater profitability, operating as a specialist marine consultancy business, accountable for approximately 20% of SAMS annual income.

Location

The Scottish Association for Marine Science (SAMS) is a specialist research institute located on the beautiful west coast of Scotland, in the county of Argyll, just a 10-minute drive or 30-minute cycle from Oban at The European Marine Science Park, Dunbeg, Scotland PA37 1QA

Applications are particularly welcome from those already residing from within a commutable distance, or with the means and willingness to relocate. Happy to talk flexible working arrangements, however this role is not appropriate for being fully remote. Onsite, in office and face-to-face working, as well as occasional (inter)national travel is required.

Interested?

We would love to hear from you. If you have queries on the job and would like to talk these through before applying, please email these through, in the first instance, to hr@sams.ac.uk.

Applications must include CV and Cover Letter and should be sent electronically to recruitment@sams.ac.uk quoting Job Ref. ‘D11/24.MS’ in the subject heading.

Closing date for application is 31st July 2024 - Interviews will be held in July 2024. Please note: All applicants must provide proof that they can work in the UK.

SAMS Group is committed to being an equal and open organisation. Diversity and inclusion are important to us, and we strive to remove any barriers that may prevent people from applying to join us. We encourage applications from all backgrounds, and from all who share our values and can help us to broaden our knowledge and range of ideas.

Guidance for Applicants

We are expecting a lot of interest and competition for this opportunity, so it is important when applying to provide as much information about your suitability to the selection panel as possible. Remember, this is your opportunity to impress! The panel members only get to know about your qualifications, skills and experience the moment they read your application (cover letter and CV) and if you don't document everything required, then this will lessen your chance of reaching our short list.

Below we have provided some guidance, tips and advice to help you provide the best application you can when applying for our positions.

Cover letter

Please remember to include a cover letter with your application. This is an important part of the application process. In the letter, connect your past accomplishments with the requirements listed in the job description. Focus on your most relevant experience, qualifications and skills. Where possible, quantify your accomplishments with facts and data. Avoid repeating the bullet points from your resume.

Please include in your cover letter:

- Why you are applying for this role
- Where you found out about the position
- Specific examples of how you meet the job criteria

CV

- Your CV should include all your relevant work experience, listed with the most recent first.
- You should also include your educational achievements with your most recent qualification first.
- You should include skills and competencies gained from previous employment or education. This should be specific to the job description.
- Please include details of two referees who we may contact if invited for interview.

Useful links

[How to write a flawless cover letter](#)

[How to write a CV](#)

Want to know what else SAMS can offer you?

Please click here to access more information on:

- Our Mission, vision and values
- Our science
- Benefits of working at SAMS Group
- Onsite benefits
- Helping support health and wellbeing
- Reward and recognition
- Learn more about the local area and what's going on

Click [here](#) to read documents including our most recent annual report.

Visit the SAMS Enterprise website to learn more about the products and services we offer.

www.sams-enterprise.com

