



OPPORTUNITY

Where change
gets real.



Reference: 0476-25

Grade: 8

Salary: £38,784 to £46,049 per annum, depending on experience

Contract Type: Fixed term (Until 31/03/2026)

Basis: Full time

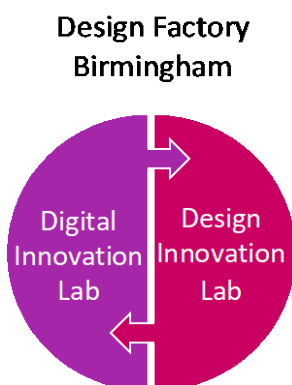
Design Factory Birmingham

Aston University is a leading university of Science, Technology and Enterprise measured by the positive transformational impact we achieve for our people, students, businesses and the communities we serve. By 2030 Aston will be recognised as a leading digital enterprise that is driving socioeconomic transformational impact in Birmingham and the Midlands.

To support this aim, we are launching Design Factory Birmingham (DFB) as a state-of-the-art facility designed to inspire and facilitate innovation and design. It is a unique space that brings together students, staff, industry partners, and entrepreneurs to collaborate, learn, and create new products that solve real-world problems.

DFB will operate as a commercial entity and operate consultancy services providing end-to-end solutions to its clients. This can include design thinking, software development, innovation, prototyping, data services, advanced manufacturing, testing, business incubation and production, all in-house, providing clients with a streamlined and efficient process.

DFB will have dedicated staff be located on-campus with its own identity. It will be supported by Aston University facilities including the Business and Enterprise Hubs, Research and Knowledge Exchange, the External Engagement Directorate, and the Alumni Office.



DFB initially consists of two innovation labs: DFB-Digital and DFB-Design that focus on different aspects of design. DFB-Digital will be managed by a director and supported by an operations manager and several software engineers. Within three years the Digital Lab will be self-sustaining and will host up to 40 placement students working on client projects in areas such as mobile app development, data applications, AI applications, and web and cloud-based systems.

Job Purpose:

DFB-Digital will undertake projects on behalf of external and internal stakeholders. It will provide opportunities for students to work on real-world projects using industrially relevant technology platforms. It will also support Aston academics achieve transformational impact by providing a technology resource that bridges the gap between academic research and real-world stakeholders.

DFB-Digital Software Engineers will provide technical leadership to scope, manage and deliver projects. They will be responsible for project teams (student placements and interns) in terms of technical mentoring and ensuring the team works effectively and delivers high-quality projects on-time and meeting the expectations of the sponsor. Where appropriate, Software Engineers will be responsible for planning and managing the technical infrastructure of the lab and for supporting the lab director liaise with external stakeholders as required. Software Engineers are expected to have industrially relevant technical expertise and can act as mentors to students when preparing for employability, for example job applications, technical interviews and giving technical talks. DFB-Digital Software Engineers may be asked to give occasional lectures and workshops to Computer Science students on industrially relevant technologies.

Main Duties/Responsibilities:

- ▶ To help develop the sustainability of DFB.
- ▶ Support Aston University's Employability activities for students, contributing to the operation of the College as required.

Management of Technical Staff within DFB-Digital

- ▶ To manage and lead technical student teams within DFB and ensure they are reaching their potential through appraisals, training and in-house coaching.
- ▶ Ensure that DFB-Digital offers project services using industry standard technologies, methods and frameworks. Provide mentorship to staff and students to ensure that these are used effectively.
- ▶ Scope, manage and deliver technical projects for external and internal clients.

Technical Support

- ▶ Provide technical consultancy to DFB students, staff and clients.
- ▶ To ensure completion objectives and technical specifications are met.
- ▶ To manage and support the operational technical issues within DFB.
- ▶ Provide server management (currently linux) for existing clients.
- ▶ To develop and manage the process for the software and technical services required for the delivery and subsequent maintenance of high-quality software.
- ▶ Managing and co-coordinating, in conjunction Aston's Digital Services Department as required.
- ▶ To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

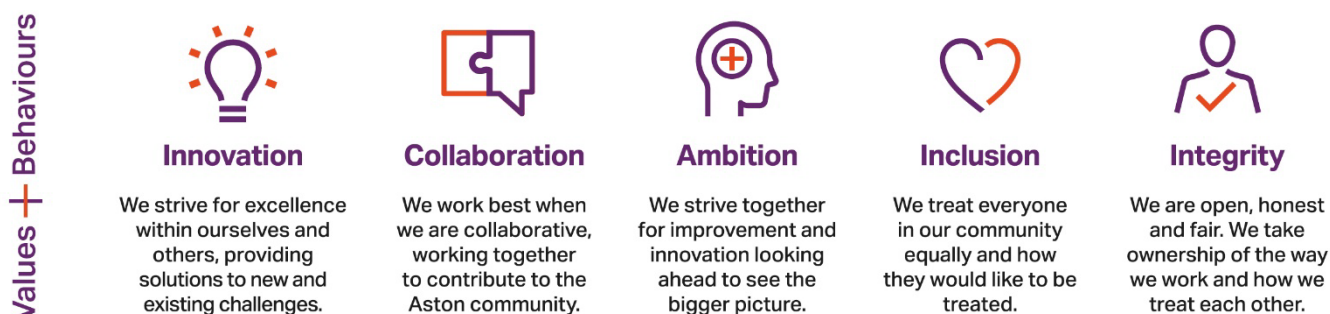
	Essential	Method of assessment
Education and qualifications	BSc in Computer Science or Data Analytics (or equivalent experience).	Application form
Experience	<p>Experience of leading a software team or significant software projects.</p> <p>Experience of appropriate modern industry standard technologies such as:</p> <ul style="list-style-type: none"> ▶ Software development technologies and tools including the use of distributed version control systems and verification systems. ▶ Web technologies. ▶ Data platforms such as PowerBI. ▶ Enterprise application frameworks such as Salesforce, SAP. ▶ Modern software development methods such as Continuous Delivery and Agile. ▶ Server management. <p>Experience training junior staff on technical and professional aspects relevant to their work practice</p>	Application form and interview
Aptitude and skills	<p>Excellent verbal and written communication skills.</p> <p>The ability to operate flexibly and react positively to changing circumstances and requirements by demonstrating initiative and flexibility in your approach.</p> <p>Excellent planning and organising skills with the ability to think strategically to ensure improvement and development of the technical support services.</p> <p>The ability to work effectively as a committee member and as part of a project team.</p> <p>Leadership skills and ability to use own</p>	Application form and interview

	Essential	Method of assessment
	<p>initiative and make sensible judgements.</p> <p>Strong interpersonal skills related to influencing, persuading, and negotiating.</p>	

	Desirable	Method of assessment
Education and qualifications	Professional qualification in area relevant to the job.	Application form and interview
Experience	<p>Experience of user story mapping and working with non-technical clients or stakeholders.</p> <p>Experience of working with research software, either within industry or academia.</p> <p>Experience of data science or enterprise applications such as Microsoft, Salesforce etc.</p> <p>Experience in conducting staff appraisals.</p>	Application form and interview

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.



How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23.59 on the advertised closing date.

All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Professor Tony Clark (Professor Pro-Vice Chancellor And Executive Dean) or Julien Barney (Business Manager)

Email: tony.clark@aston.ac.uk or j.barney@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

Benefits: [Benefits and Rewards | Aston University](#)

Working in Birmingham: <https://www2.aston.ac.uk/birmingham>

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK:

Non-UK/Irish nationals will require a visa or immigration permission that allows them to work in the UK.

The most common work visas are the [Skilled Worker](#), [Global Talent](#) and [Graduate](#) immigration routes. You can find more information about these visa categories on our [web page for candidates](#). The [UKVI website](#) provides further detail about different work visas and the eligibility criteria for each.

Academic Technology Approval Scheme (ATAS):

If you will conduct research in your role and you apply for a Skilled Worker or Temporary Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the

country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

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