KTP Associate in Business Intelligence and Sustainability Transformation

OPPORTUNITY

Where change gets real.

Reference: 0645-25

Salary: £37,000 - £40,000 depending on experience and qualifications, with an additional £4,000 for the duration of the project for professional and personal development.

Contract Type: Fixed Term (24 months)

Basis: Full time

Job description

This 24-month project takes the form of a [Knowledge Transfer Partnership](#) (KTP), which provides practical and formal training and the availability of support from experienced mentors from [Stagecoach](#), [Aston University](#) and [Innovate UK Business Connect](#).

Job Purpose:

This KTP will develop a Performance Value System (PVS) for the decarbonised bus Depot of the Future (DOTF) to operate an all-electric fleet and improve the environmental and social sustainability of operations. Stagecoach's Stockton depot will act as a pilot study allowing the PVS to be subsequently rolled out to other depots.

The purpose of the PVS will be to capture, influence, review and operationalise changed behaviours of employees, passengers, and stakeholders in Stagecoach's organisational systems via the use of smart technologies and real-time data commensurate to the decarbonised DOTF requirements. This will provide a platform for workflow innovation and optimise automation of workflows and processes for enhanced sustainability.

This KTP will apply systems thinking and develop organisational design and change management expertise within Stagecoach to support transformations to fully electrify the fleet and more sustainable ways of working. A PVS with these performance objectives has not yet been created for the sector and is needed to prevent replication of out-dated legacy behaviours and ensure adequate return-on-investment for new electric buses and low-carbon facilities.

This KTP's innovation lies in:

- Seamless integration of digital data from operational processes, workforce behaviours and wider stakeholders.
- Creating a systemic approach to managing depot transitions across the company.
- Developing a replicable performance value system (PVS) for measuring and sustaining low carbon operations.

Candidate Profile: Qualified to master's level, ideally with a first degree in either engineering, technology, IT or data analysis followed by a master's degree focused on business / service / human resource / operations management / organisational behaviour / low carbon principles and or sustainability.

Essential skills/ experience required include:

- ▶ 1-2 years' experience working in service and/or transportation settings with some hands-on experience of technologies such as smart/digital human resource management systems, performance management systems, and digital dashboards.
- ▶ Knowledge of modern human resource management practices.
- ▶ Knowledge of low carbon management practices.
- ▶ Knowledge of statistical software and simulation packages e.g. SPSS, R, AnyLogic.
- ▶ Hands on experience with digital systems, programmable logic controllers, digital platforms and technologies to develop digital dashboards (e.g. Power BI, Amazon Web Services (AWS)).

Desirable:

- ▶ Use of management tools such as Soft Systems Methodologies and Value Stream Mapping, Quality Function Deployment, etc.

- ▶ Knowledge of theoretical frameworks for implementation of good decarbonisation and sustainability practices

- ▶ Strong ability to work independently and collaboratively in a small team in a large company
- ▶ Excellent communication and management skills.

Personal attributes required for the role:

- ▶ Strong interpersonal skills to successfully work with various stakeholders.
- ▶ Strong communication and presentation skills. The ability to work within a cross-disciplinary project team.
- ▶ Leadership qualities, maturity, good self-organisation, and time management skills to deliver agreed milestones and objectives.
- ▶ Highly motivated and adaptable.
- ▶ Career focussed.
- ▶ Ability to work independently, as well as part of the team and use initiative.
- ▶ Strong desire to pursue innovative approaches, adopt new technologies and new data processing methods.

Main Duties/Responsibilities:

- ▶ To develop and monitor appropriate KPIs including overall equipment effectiveness (OEE) of vehicles, overall personal effectiveness (OPE) of staff.
- ▶ To inspire and enthuse staff through clear, regular communications on project benefits to bring them on the project journey and engage them in change.
- ▶ To review data maturity, identify data collection points and specify integrated digital dashboards to improve operational processes and data visibility across multiple work areas.
- ▶ To highlight systemic success factors for changing performance management from traditional to decarbonised values.

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	▶ Qualified to a master's level, ideally with a first degree in either engineering, technology, IT or data analysis followed by a master's degree focused on business / service /human resource / operations management / organisational behaviour / low carbon and sustainability principles and technologies with relevant IT and data analysis modules.	Application form and interview
Experience	▶ 1-2 years' experience working in service and/or transportation settings with some hands-on experience of technologies such as smart/digital human resource management systems, performance management systems, and digital dashboards.	Application form and interview
Aptitude and skills	▶ Knowledge of modern human resource management practices. ▶ Knowledge of low carbon and good sustainability management practices. ▶ Knowledge of statistical software and simulation packages e.g. SPSS, R, Any logic, Power BI. ▶ Experience of programable logic controllers, cloud-based platforms for digital data integration and digital dashboard generation (e.g. Amazon Web Services (AWS).	Application form and interview

	Desirable	Method of assessment
Experience	▶ Management tools such as Soft Systems Methodologies and Value Stream Mapping.	Application form and interview
Aptitude and Skills	▶ Theoretical frameworks for implementation of decarbonisation and sustainable business practices. ▶ Strong ability to work independently and collaboratively in a team. ▶ Excellent communication and management skills.	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.

Values + Behaviours

Innovation
We strive for excellence within ourselves and others, providing solutions to new and existing challenges.

Collaboration
We work best when we are collaborative, working together to contribute to the Aston community.

Ambition
We strive together for improvement and innovation looking ahead to see the bigger picture.

Inclusion
We treat everyone in our community equally and how they would like to be treated.

Integrity
We are open, honest and fair. We take ownership of the way we work and how we treat each other.

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 Ben Clegg,

Title: Professor of Operations Management and Systems Thinking and Head of Operations and Service Management Department

Email: b.t.clegg@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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