

Digital Transformation Specialist- KTP Associate



OPPORTUNITY

Where change
gets real.



Reference: 1441-26

Grade: KTP Associate

Salary: £35-37K per annum, depending on experience

Contract Type: Fixed Term for 24 months

Basis: Full time (based at Precision Ceramics Limited, B19 3PA)

Job Purpose:

This role offers an exciting opportunity to lead a strategically important project with the support of academic and business supervisors. You will help Precision Ceramics replace legacy manual, paper-based management systems with a fully integrated digital ecosystem, support progression from ISO9001 to AS9100 certification, and help the business unlock regulated high-growth sectors including aerospace, space and nuclear by improving product quality, traceability and on-time delivery. The role also supports the digitalisation of operational workflows, the capture of tacit expert knowledge into repeatable standardised processes, and the creation of unified, accessible data across the company.

Main Duties/Responsibilities

- ▶ Establish a Digital Transformation Group drawing staff from key company functions to champion the project objectives and support developments
- ▶ Integrate digital systems to provide a unified digital ecosystem which integrates data across different sources to provide data insights and data-driven decision making
- ▶ Map departmental structures, create workflows, and ensure seamless interoperability while maintaining the quality standards and traceability required for AS9100 accreditation
- ▶ Improve internal and external communication channels to support this organisation-wide digitalisation project
- ▶ Manage organisational change including potential resistance to adopting new digital practices, using clear visible communication, collaborative working and targeted training to ensure staff are comfortable with new ways of working
- ▶ Balance digital transformation with the realities of a live business environment through effective project management
- ▶ Formalise tacit technical expertise and develop best practice standard operating procedures through observation and structured interview techniques
- ▶ Run technical workshops and pace the rollout of new processes so they are embedded effectively
- ▶ Focus on stakeholder engagement, upskilling, and delivering sustainable, embedded change across technical, cultural and resource-related constraints

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	Minimum 2:1 undergraduate degree and a Master's in Engineering, Manufacturing, Production Systems, or an Operations-related discipline. Strong grounding in data, systems, or operational excellence	Application form
Experience	Evidence of delivering measurable improvements in efficiency, quality, or data visibility Experience working collaboratively between technical and non-technical stakeholders Demonstrable experience in digitalising workflows, improving operational processes, or implementing business systems Understanding of quality improvement within manufacturing or engineering sectors Understanding of data-driven decision-making and continuous improvement methodologies	Application form and interview
Aptitude and skills	• Excellent stakeholder engagement and communication skills across technical and operational teams • Highly organised, self-motivated, and able to manage complex, multi-stream projects • Highly developed communication and interpersonal skills to manage an organisational transformation programme	Application form and interview

	Desirable	Method of assessment
Education and qualifications		Application form
Experience	Strong analytical capability with experience in process mapping, digital transformation, or systems implementation Exposure to change management or cultural transformation initiatives	Application form and interview
Aptitude and Skills	Knowledge of quality management systems, particularly AS9100 or ISO standards within regulated engineering sectors such as aerospace Familiarity with ERP/MRP systems, workflow automation, or digital integration tools Ability to capture and formalise tacit knowledge into structured, repeatable processes	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

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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.

Applications should be submitted by 23.59pm 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: Gajanan Panchal

Job Title: Senior Lecturer, Operations and Service Management

Email: g.panchal@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: You should ensure that you meet the eligibility requirements, including meeting the [English language standards](#). If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/tier-2-general>

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

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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