

Research & Knowledge Exchange
Salford Business School

Job Opportunity

Strategic Transformation and Process Improvement Lead - (KTP Associate position)

UPOWA – Whiteley, Fareham, (PO15)

Overview, Job Description and Person Specification

Knowledge Transfer Partnership (KTP) Associate with UPOWA

Overview

In collaboration with UPOWA, The University of Salford has been awarded a 24-month Knowledge Transfer Partnership (KTP). This project addresses sector-wide challenges by integrating academic expertise in operational strategy, digital transformation, and supply chain optimisation.

The position will be based within the UPOWA Team at UPOWA's business premises in Whiteley, Fareham; however, the Associate will be required to travel to the University of Salford for meetings as and when required.

The business is undertaking this KTP to develop standardised processes to support with national growth in order to address UK housing and solar targets. The position will be working closely with UPOWA, academics and housebuilders to develop a new process, system and approach to Solar install for sustained growth and resilience.

This KTP offers a novel, evidence-based approach to sector transformation, positioning UPOWA as a benchmark for quality, resilience, and scalable growth in the UK's housebuilding sector.

This is an opportunity to drive the development of a strategic industry-based project, supported by comprehensive training and career development for the right candidate. This will be complimented by the Academic team at the University of Salford led by Stylianos Sapountzis - Programme Leader for the MSc in Project Management at Salford Business School and Aaron Robertson - Lecturer in Supply Chains, Logistics, and Project Management, supported by Yiannis Polychronakis - Head of the Supply Chain, Procurement, and the Project Management subject group.

Job Purpose

This KTP will aim to improve operational efficiencies and workforce capabilities in solar PV installations by deploying commercial decision making. This project supports UPOWA's plans for growth and contributes to UK net zero and housebuilding aligned with the Future Homes Standard.

The KTP aims to deliver transformative commercial impacts for UPOWA, enabling the business to scale sustainably, and respond effectively to regulatory and market shifts. The KTP will also focus on delivering a wide range of benefits beyond commercial growth, supporting UPOWA's strategic development, sector leadership, and contribution to national sustainability goals.

To commercialise the outputs of the KTP, UPOWA will undertake significant post project investments focused on scaling delivery capacity, and sustaining strategic change defined by the associate. This will enhance UPOWA's agility, enabling it to adapt to changing market conditions and explore new opportunities in retrofit and commercial solar markets.

Responsibilities

The Associate will lead a 24-month programme of transformation, development and implementation. This is an opportunity for the right candidate to become a key player within the business with an awareness of strategic and commercial decision-making processes.

The key success factors for this KTP Project are the following:

1. Gain an understanding of UPOWA's business goals, systems, and processes.
2. Develop a best practice operational framework
3. Forecast supply chain capacity and resourcing to support scalable delivery.
4. Integrate risk analysis when developing strategic transformation.
5. Develop a digital transformation roadmap to enable real-time decision-making
6. Devise a supplier training programme to facilitate supply chain resilience.
7. Develop an onboarding programme to ensure consistency across regions and business divisions.
8. Collaborate across functions and client base to adhere to strategic commercial plans

This Job Description is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

We are seeking a candidate committed to continuing Personal/Professional Development and able to engage with appropriate development activities as required for the role. For example, KTP project management training, Data Protection training and any other identified appropriate essential learning opportunities. As part of the role there will be regular performance development and monitoring to support and enable the Associate to develop essential skills and knowledge.

Person Specification

The successful candidate should demonstrate the following, which are 'Essential' (E) or 'Desirable' (D)

Qualifications

1. A BSc degree in Business, Engineering, Operations, Supply Chain or Project Management or an equivalent in a closely related discipline. (i.e. Degree apprenticeship) (E)
2. Postgraduate qualification (MSc/PhD, or equivalent) in supply chain management, business transformation, or a related field (D)

Background, Experience & Knowledge

3. Demonstrable experience in process improvement and problem solving with a focus on commercial or operational impacts (E)
4. Understanding of change management principles with practical experience in implementing strategic decisions (E)
5. Experience of managing commercial relationships in aligning business & customer requirements (D)
6. Familiarity with estimation strategies for capacity management and business data analysis (D)

Skills & Competencies

7. Exceptional ability to communicate complex technical and strategic information clearly and concisely to non-technical audiences, including senior management and operational teams. This includes ability to build and maintain excellent working relationships with a variety of stakeholders (E)
8. Strong organisational skills, with the ability to prioritise tasks, manage timelines, and multitask according to business needs (E)
9. Experience in developing and delivering training programmes, technical documentation, and best practice guides (D)
10. Commercial awareness and ability to align technical outputs with business strategy and market positioning (D)

Attributes

11. Enthusiasm for operational transformation, digital innovation, and sustainable business growth (E)
12. Willingness to engage in hands-on process mapping, data analysis, and iterative development (E)

13. High level of personal integrity, professionalism, and commitment to quality and compliance (E)