

Research & Knowledge Exchange
Salford Business School

Job Opportunity

Strategic Transformation and Process Improvement Analyst – (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, apply value-stream mapping, and assess digital readiness to enhance data capture, streamline planning, and reduce waste. The position will also be embedded to the development and roll out of a new ERP system that touches each part of the UPOWA process, working closely with the provider and Group IT team.

By embedding academic frameworks into live operations, 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 develop and embed a scalable framework that improves operational efficiency and workforce capability in solar PV installations. This project supports UPOWA's plans for growth and contributes to UK net zero and housebuilding aligned with the Future Homes Standard.

The KTP will deliver transformative commercial impacts for UPOWA, enabling the business to scale sustainably, improve operational efficiency, and respond effectively to regulatory and market shifts. The KTP will also deliver 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, embedding operational frameworks, and sustaining strategic change.

The KTP will also foster a culture of continuous improvement and support the integration of digital technologies. 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 take on the key lead of 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 operational 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 standardised operational framework that exceeds ISO 9001 requirements and sets best practices for quality assurance.
3. Develop and Implement a capacity planning approach to support scalable delivery.
4. Integrate risk analysis when developing strategic transformation change initiatives.
5. Develop a digital transformation roadmap to enable real-time decision-making and performance tracking.
6. Devise a supplier training programme to ensure supply chain resilience.
7. Develop an internal onboarding programme to ensure consistency across regions and business divisions, ensuring knowledge transfer and training for UPOWA on best practices by embedding the new capabilities.
8. Working alongside the group Environmental Social & Governance (ESG) function, ensuring alignment of the strategy with client requirements.

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), and will be assessed by Application Form (A), Interview (I), Presentation (P), or Test (T), as indicated.

Qualifications

1. A minimum 2.1 BSc degree in Business, Engineering, Operations, Supply Chain or Project Management or a closely related discipline (E) (A)
2. Postgraduate qualification (MSc/PhD) in supply chain management, business transformation, or a related field (D) (A)

Background, Experience & Knowledge

3. Demonstrable experience in process analysis and improvement, including planning, risk management and problem solving, methodologies within a business or operational context (E) (A)
4. Understanding of change management principles and practical experience implementing organisational change and strategic frameworks (E) (A) (I)
5. Experience in stakeholder engagement, focus group facilitation, and qualitative/quantitative data analysis (D) (A) (I)
6. Familiarity with forecasting & estimation techniques for capacity planning /risk analysis such as Monte Carlo or others (D) (A) (I)

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) (A) (I)
8. Strong organisational skills, with the ability to prioritise tasks, manage timelines, and multitask according to business needs (E) (A) (I)
9. Experience in developing and delivering training programmes, technical documentation, and best practice guides (D) (A) (I)
10. Commercial awareness and ability to align technical outputs with business strategy and market positioning (D) (A) (I)

Attributes

11. Enthusiasm for operational transformation, digital innovation, and sustainable business growth (E) (A) (I)
12. Willingness to engage in hands-on process mapping, data analysis, and iterative development (E) (A) (I)
13. High level of personal integrity, professionalism, and commitment to quality and compliance (E) (A) (I)