

Research & Knowledge Exchange
Salford Business School

Job Opportunity

Digital Transformation & Data Systems Specialist

/ KTP Associate position

HMG Paints – Manchester, M40

Overview, Job Description and Person Specification

Knowledge Transfer Partnership (KTP) Associate with HMG Paints

Overview

In collaboration with HMG Paints Ltd, the University of Salford has been awarded a 31-month Knowledge Transfer Partnership (KTP). This position is central to the design and implementation of a major digital transformation programme designed to modernise operational processes, improve business visibility and create a scalable digital infrastructure that supports future growth.

The project will develop an integrated digital platform connecting production, planning, stock management, quality control, logistics and operational systems. The resulting platform will provide a single source of truth across the business, improving efficiency, decision making, forecasting and operational performance.

HMG Paints is the UK's largest independent paint manufacturer, supplying specialist paints and coatings across multiple industrial markets. The business has ambitious growth plans but currently faces challenges associated with fragmented systems, disconnected operational data and manual planning processes. This creates an opportunity to implement transformational digital capabilities that support future growth, operational excellence and increased competitiveness.

The position will be based at HMG Paints' headquarters in Manchester, working in partnership with the company's established IT team and alongside colleagues across production, raw materials, colour matching, quality control, packaging, dispatch and other operational functions. The Associate will utilise the IT team's existing technical knowledge, systems experience and understanding of the business, while providing the dedicated digital transformation and systems integration expertise required to deliver the KTP project. The Associate will also be required to travel regularly to the University of Salford for project meetings, training and collaboration with the academic team.

The project aims to integrate legacy systems and processes into a unified digital platform capable of supporting forecasting, planning, stock visibility and operational management. While HMG Paints possesses significant expertise in coatings manufacture and operational delivery, specialist expertise is required in systems integration, data architecture, change management and digital transformation to achieve its long-term objectives. This KTP will provide those capabilities and embed them within the organisation.

This is an opportunity to take a role in managing a significant organisational transformation programme, working collaboratively with HMG Paints' established IT team and receiving extensive professional development and support from business and academic experts.

Job Purpose

This KTP will develop and embed a unified digital platform that transforms HMG Paints' operational systems, information flows and business processes.

The project will create an integrated environment that links production planning, stock management, raw material handling, quality control, packaging and dispatch activities. This will improve operational visibility, reduce inefficiencies and provide real-time information to support decision making throughout the organisation.

By introducing modern digital systems and integrated workflows, HMG Paints expects to improve

forecasting accuracy, operational efficiency, stock control and customer responsiveness. The project will establish new organisational capabilities in digital transformation, systems integration, data analytics and process improvement.

The Associate will play a key role in driving organisational change, ensuring that new systems and ways of working are successfully adopted across the business. This will involve knowledge transfer, training and stakeholder engagement activities to support long-term sustainability beyond the KTP period.

Beyond the KTP, the business intends to build on the integrated platform, continuing to enhance operational efficiency and support future growth through data-driven decision making and digital innovation.

Responsibilities

The Associate will take on the challenging role of managing this 31-month programme of research, design and implementation.

The key objectives for this KTP Project are the following:

1. Gain a detailed understanding of HMG Paints' operational processes, systems and strategic objectives.
2. Analyse and map existing workflows across production, raw materials, quality control, packaging and dispatch functions.
3. Design and implement an integrated digital platform capable of supporting planning, forecasting, stock visibility and operational decision making.
4. Develop systems integration, data architecture and reporting capabilities that support real-time business information.
5. Support organisational change through stakeholder engagement, training, documentation and knowledge transfer activities.
6. Develop and embed long-term digital transformation capability within HMG Paints to support future operational growth and continuous improvement.

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

Qualifications

	The successful candidate should possess one of the following	E / D*	Tested by
1	A minimum 2.1 BEng/BSc in Computer Science, Data Analytics, Digital Engineering, Information Systems, Software Engineering, Business Technology or a closely related discipline.	E	A
2	A relevant postgraduate qualification, such as an MSc in Digital Transformation, Data Analytics, Information Systems, Computer Science, Business Analytics, Operations Management or a related subject.	D	A

Background, Experience & Knowledge

	The successful candidate should have demonstrable knowledge of		
3	Systems integration, data architecture or software development in a business or operational environment.	E	A
4	Database design, data modelling, data governance, APIs, data pipelines or system interoperability.	E	A
5	Data analytics, reporting, dashboard development or business intelligence tools such as Power BI, Tableau or similar.	E	A/I
6	IT architecture, systems interoperability and integration approaches for connecting multiple business systems, platforms and data sources.	E	A/I
7	Software development or configuration of business systems, with an understanding of requirements gathering, testing and implementation.	E	A/I
8	Digital transformation or process improvement projects involving multiple stakeholders, systems or departments.	E	A/I
9	Forecasting, production planning, stock management, workflow automation or operational performance measurement.	D	A/I
10	ERP, MRP, SAP, supply chain management, warehouse management, manufacturing execution systems or similar operational platforms.	D	A/I

11	Understanding of artificial intelligence (AI), advanced analytics or intelligent automation technologies and their potential application within manufacturing and operational environments.	D	A/I
12	Manufacturing, logistics, quality control, supply chain, production, packaging or dispatch environments.	D	A/I
13	Change management methods, stakeholder engagement, business process mapping, operating model redesign and supporting organisational adoption of new technologies and ways of working.	D	A/I

Skills & Competencies

	The successful candidate should demonstrate		
14	Excellent analytical, communication and problem-solving skills, with the ability to understand complex operational processes and translate them into practical digital solutions.	E	A/I
15	Ability to build trust and work collaboratively with HMG Paints' established IT team, utilising its existing technical knowledge and systems experience, while maintaining strong working relationships across production, raw materials, colour matching, QC, packaging, dispatch and senior management teams.	E	A/I
16	Strong organisational and project management skills, including planning, prioritisation, risk management and delivery against milestones.	E	A/I
17	Ability to support organisational change across all levels of the organisation, including staff engagement, management buy-in, training, communication, documentation and adoption of new digital processes and systems.	E	A/I
18	Strong attention to detail, particularly in relation to data accuracy, system testing, workflow design and business-critical operational processes.	E	A/I