

# Innovation Greater Manchester



**Director**  
**Candidate Pack**

# **Innovation Greater Manchester**

## **Director**



## **Candidate pack**

**September 2024**

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## About Innovation Greater Manchester

Innovation Greater Manchester (IGM) is a business-led partnership that harnesses the collaborative power of businesses, universities, and local government to drive productivity through collaboration, research and innovation.

Through Innovation Greater Manchester, investments into R&D and innovation will drive real change and deliver across all 12 levelling up missions stimulating Greater Manchester's whole innovation ecosystem for the long-term.

Innovation Greater Manchester's goal is to build an innovation ecosystem and ensure the whole city-region benefits from the excellence created and developed, through high-quality education and training, high-quality jobs, good healthcare, affordable houses, spaces to support new and scaling businesses and good infrastructure with improved connectivity for all.

Innovation Greater Manchester will enable the city-region to be a leader of the fourth industrial revolution, known globally for the strength of its innovation ecosystem. By 2030, clusters of innovation-led businesses, centred on our frontier sectors, will fuel productivity growth and prosperity across the North in ways that can be replicated across the UK.

It is not a plan for just Greater Manchester; it is a plan to create a new national engine of growth at the heart of the Northern Powerhouse.

## IGM 2030 Vision and Objectives

Innovation Greater Manchester believes the biggest opportunity to fuel innovation-led inclusive growth is by leveraging collaboration between research and development assets, cross-cutting technology and frontier sectors.

Innovation Greater Manchester's goal is to build Greater Manchester's innovation ecosystem to deliver local and national objectives, including £3.8 billion of economic benefit and the creation of over 100,000 jobs across the city-region.

## 2030 Vision and Objectives

- By 2030, Greater Manchester will be a leader of the fourth industrial revolution, known globally for the strength of its innovation ecosystem.
- In this time, dynamic and connected R&D-intensive business clusters, centred on Greater Manchester's frontier sectors, will fuel productivity growth and prosperity across the North.
- The city-region's landscape of R&D-intensive businesses will be enhanced by the growth of existing businesses, the formation and scaling up of start-ups, and inward investment by firms at the international technology frontier.
- The city-region's already excellent scientific capabilities will be further strengthened and integrated into an ecosystem that will deliver inclusive growth.
- The ecosystem will have a robust, diverse skills and talent pipeline, easy access to finance for innovators, and deep business networks that fuel enterprise and entrepreneurship.
- Greater Manchester's innovation ecosystem will connect with partner cities and regions across the UK and internationally and will be a driving force of the UK as an Innovation Nation.
- The growth of Greater Manchester's innovation ecosystem will deliver measurable impacts on all Levelling Up Missions, with more productive and R&D-intensive firms, increased skills, high-quality jobs and reductions in health inequalities across the city-region.

## How we will achieve our 2030 Vision

Innovation Greater Manchester brings together leaders of businesses, universities, and public institutions, united around a single vision and plan to:

- Mobilise investment into existing and new innovation assets and programmes, bridging gaps in the commercialisation journey centred on our four complementary frontier sectors.
- Build a connected innovation ecosystem, creating clear pathways for businesses to get the skills and talent, finance and investment, and wider support needed to innovate, underpinned by strong networks across clusters, sectors and places.
- Forge productive R&D collaborations with cities and regions across the North of England, the UK and the world, so Greater Manchester's ecosystem plays a leading role in driving UK-wide economic growth.
- Raise the global reputation of Greater Manchester as a significant R&D location, reimagining the region as a Science and Innovation Superpower to attract innovative businesses, large R&D-intensive firms and scale-ups.

You can read much more about IGM on the IGM website [here](#).

## Job description

### Director, Innovation Greater Manchester (IGM)

| Position details         |  |
|--------------------------|--|
| <b>Directorate</b>       | Business Engagement and Partnerships   |
| <b>Job Title</b>         | Director, Innovation Greater Manchester  |
| <b>Grade</b>             | Senior Staff   |
| <b>Hours of Work</b>     | Full time or part time   |
| <b>Contract Duration</b> | Fixed term for two years initially (secondment applications welcomed)                                      |
| <b>Office base</b>       | Central Manchester base at Manchester Metropolitan University (MMU), with role covering Greater Manchester |
| <b>Reports To</b>        | Within MMU: Director of Business Engagement and Partnerships<br>Within IGM: IGM Chair                      |

| Background   |
|--|
| <p>Innovation Greater Manchester is a new triple-helix partnership, overseen by an industry-led Board, whose goal is to radically increase levels of investment in Research &amp; Development &amp; Innovation (R&amp;D&amp;I) in Greater Manchester, and harness the collaborative power of businesses, universities, and local government to: support clusters of innovation-led businesses; increase productivity, high quality jobs and prosperity; lead in the fourth industrial revolution and ensure the whole city-region benefits from the research and innovation excellence being created here. This includes high-quality education and training, good healthcare, affordable houses, spaces to support new and scaling businesses, and excellent infrastructure with improved connectivity for all. IGM also seeks to identify ways of increasing investment into R&amp;D in city-regions, with the potential to replicate this across the UK.</p> <p>The work of IGM is underpinned by the Greater Manchester Innovation Plan, which contains a clear set of agreed ambitions for GM to reach by 2030:</p> <ul style="list-style-type: none"> <li>• Increase public and private R&amp;D&amp;I spend in the region by an additional £750m.</li> </ul> |

- Increase productivity, so that Gross Value-Added increases by £3.8 billion, equal to 5% of additional Gross Value-Added.
- Create over 100,000 additional jobs related to R&D intensive sectors and occupations.
- Enable a diverse skills and talent pipeline, easy access to finance, and business networks that fuel innovation and enterprise.
- Be recognised as a top ten European city region for science and innovation.
- Deploy innovative approaches to help deliver on levelling up missions, focusing on the role innovation can play to accelerate the transition to a net zero society and reduce health inequalities.
- Ensure the economic, environmental and social benefits of local innovation translate into inclusive economic growth across all parts of the city region.
- Build local capability and capacity to deliver local innovation policy, investment and programmes.

Against this Plan, the Innovation Greater Manchester Board has defined three key roles in the next 2 years:

1. Owning and updating the [Greater Manchester Innovation Plan](#).
2. Advocating for and promoting the Innovation Plan with government and the private sector to drive up investment in innovation in the city-region
3. Holding the partnership together around the Innovation Plan and being accountable for the delivery of the plan through the Board.

To do this, IGM will hold three core functions, which may be performed directly by IGM staff hosted in MMU, delegated to other partnership organisations supporting IGM, including Greater Manchester Combined Authority (GMCA), or contracted out (budget permitting):

- (a) Intelligence, evidence and knowledge
- (b) Vision, promotion and persuasion
- (c) Strategy and planning

IGM is entering a new phase of operation – moving from being largely a coordinating structure to an entity with its own resources and staff. The Director, IGM is a new role offering a career-defining opportunity, working with a new Chair, to refine IGM’s approach and bring its ambitious plans to life.

Under the IGM Partnership Agreement between GMCA, University of Manchester, University of Salford and Manchester Metropolitan University, MMU employs and hosts the IGM staff, including the Director, funded by the Partners.

### **Role purpose**

The Director is the primary point of contact at Innovation Greater Manchester, both for the partnership network in the city-region and organisations and businesses outside of

Greater Manchester that want to work with us. You will be responsible for defining and then driving forward a programme of activity that deepens IGM's networks in Greater Manchester, as well as working with GM partners to forge new relationships across the globe.

You will work with the Chair of the Innovation Greater Manchester Board to lead delivery of the [Greater Manchester Innovation Plan](#) through a programme of IGM-led activity and by engaging the wider GM innovation community, in ways that foster a positive and inclusive culture that values diversity.

### Key responsibilities

Supporting the Chair, setting the strategic direction of the Innovation Greater Manchester Board in order to deliver the Board's key roles and the IGM's core functions.

Setting and implementing the IGM workplan, based on the Greater Manchester Innovation Plan, ensuring IGM-specific activities complement those undertaken by other bodies including, but not limited to, the GMCA, the 3 University Partners, the Growth Company and the Business Board.

Acting as the main external point of contact for Innovation GM and an advocate for the Greater Manchester Innovation Plan, working with board members to raise its profile, building on IGM's existing relationships and networks, and fostering new relationships.

Leading the development of the positive culture across the Board required to meet its ambitions.

Engaging with partners to enhance existing plans and advance triple-helix working across GM.

Inspiring partners to develop innovative approaches to meet ambitious objectives.

Engaging with funding bodies and leading or supporting proposals for additional funding to support the Partnership's aims.

Delivering a programme of impactful events, workshops, and networking opportunities including an annual innovation summit.

Managing the communication and marketing activity of IGM, drawing in the wider innovation community within and beyond the city-region.

Managing budgets and staff as appropriate.

Proactively engaging with the Chair to ensure the scope of the role evolves as required to meet the ambitions of the Board.

As a member of a supportive and inclusive university community:

- Contribute to a cohesive and collegial workplace culture.



- Engage fully with Professional Development Review (PDR), acting as reviewer as necessary.
- Undertake other duties as may be reasonably requested that are commensurate with the nature and grade of the post.

More specifically, the following initial objectives have been set:

1. Working with the IGM Board, undertake a strategic review of progress against the objectives in the GM Innovation Plan (GMIP), assessing the likelihood that the 2030 objectives will be achieved and identifying gaps in activity that need to be addressed. This will lead into:
  - a. recommendations from the IGM Board to GMCA and government on innovation funding and powers required.
  - b. GMIP update, supporting GMCA.
  - c. a strategy, agreed with the Board, for IGM to engage with private sector business, innovation and investor communities.
2. Working with the Chair, complete the process of updating the membership of IGM's Board, and its Terms of Reference, following the recommendations of the recent MetroDynamics report.
3. Working with the Board and wider partnership, continue to develop IGM's operating model, making recommendations to the IGM Board by January 2026 on IGM's functions and resource requirements under the current Partnership Agreement, which comes to an end in July 2026.
4. Building on objective 3, develop the strategy and implement a plan for IGM to build relationships with other innovation districts in the UK and internationally, working with the GMCA, MIDAS and the frontier sector bodies.

### General responsibilities

Important general responsibilities include:

- Ensuring that you understand and meet your health and safety duties and responsibilities contained within the University's [Health and Safety Policy](#).
- Applying the University's [Equality and Diversity Policy](#) in your own area of responsibility and in your general conduct.
- Reduce waste, energy consumption and carbon footprint, in line with our [Leadership in Sustainability and Climate Change Strategy](#).
- Optimising the use of resources to deliver value for money.

**Review**

This is a description of the job at the time of issue. It is the University's standard practice periodically to review and update job descriptions to ensure that they accurately reflect the current nature of the job, including the requirements of the University and, in this case, IGM Partnership. Reasonable changes, where required, will be incorporated in consultation with the jobholder.

## Person specification

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have many applications that meet all of the essential criteria, we will then use the desirable criteria to produce the shortlist.

All disabled candidates who meet the essential criteria will be included on the shortlist.



### Selection Criteria

In the table below, typical assessment stages are provided in brackets:  
1 = Application letter and CV, 2 = Presentation and Interview.

| Attributes                          | Criteria  | Essential/<br>Desirable |
|-------------------------------------|---|-------------------------|
| <b>Values</b>                       | Compliance with the Nolan Principles of standards in public life.   | E                       |
|                                     | Commitment to the University's <a href="#">values</a> , and to the policies and procedures relating to promotion of equity in own area of responsibility and in personal conduct [1,2]. | E                       |
| <b>Qualifications</b>               | Education up to at least first degree level or equivalent experience [1].   | E                       |
| <b>Experience and Understanding</b> | Experience of leadership and delivery at senior level in a complex organisation [2].  | E                       |
|                                     | Understanding of the factors affecting innovation-led growth and productivity at a city-region, national and international level [2].   | E                       |
|                                     | Knowledge of the Greater Manchester innovation ecosystem and its key assets and stakeholders [1,2].   | D                       |
|                                     | Experience of developing effective relationships and sustainable partnerships with a range of stakeholders [1].   | E                       |

| Attributes                  | Criteria  | Essential/<br>Desirable                      |
|-----------------------------|---|--|
|                             | <p>Understanding of the drivers for each part of the triple helix [2].</p> <p>Experience of partnerships that span more the one element of the triple helix [1].</p> <p>Experience of organising events and managing communications [1].</p> <p>Experience of taking a collaborative approach to delivering organisational goals and cultivating an environment of shared decision-making. [1,2]</p>  | <p>E</p> <p>D</p> <p>D</p> <p>E</p>          |
| <b>Skills and Abilities</b> | <p>Ability to set out a clear and compelling vision to a wide range of audiences including senior stakeholders within and beyond own organisation [2].</p> <p>Ability to adapt effectively in an evolving role [2]. Strong written and verbal communication skills [1,2].</p> <p>Effective interpersonal and leadership skills, as required to inspire, lead and manage staff [1,2].</p> <p>Effective organisational and project management skills, with the ability to multitask and prioritise effectively [1,2].</p> <p>Strong diplomatic, persuasive and negotiating skills, including the ability to effectively manage through influence [1.2].</p> | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> |

## Terms of appointment

**Contract:** The role is being offer for a fixed term for two years initially. We welcome secondment applications. We would consider a full or part time appointment.

**Salary:** A competitive salary will be agreed with the preferred candidate.

**Location:** Manchester Metropolitan University is acting as the employer. The postholder will be based at Manchester Metropolitan University.

**Pension:** Build up a guaranteed pension for life and have the peace of mind of life cover of 3x your salary. By opting into our pension schemes, you will receive an average 22% employer contribution.

**Holiday entitlement:** Enjoy 35 days annual leave (pro rata for part-time staff) plus bank holidays and discretionary Christmas closure days.

**Private medical scheme:** Access private medical insurance to cover the cost of private medical treatment for yourself and a reduced cost for family members.

**Health and wellbeing:** Access to free and confidential counselling and wellbeing support 24/7, 365 days a year through our external provider LifeWorks. Receive Occupational Health support through our external provider HealthWork. Wellbeing training, guidance and resources are accessible to all staff via the intranet.

You can read more about reward and benefits [here](#).

## Appointment process

The IGM Director will be appointed by a selection committee. An executive search exercise is being undertaken by Anderson Quigley in parallel with the external and internal advertisement of the post. Anderson Quigley will support the selection committee in the delivery of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Further information can be found here: [www.andersonquigley.com](http://www.andersonquigley.com)

### How to apply

As an equal opportunities employer, we welcome applicants from all sections of the community regardless of age, sex, gender (or gender identity), ethnicity, disability, sexual orientation and transgender status.

If you have the qualities and attributes we seek, we would be delighted to hear from you.

To apply, please submit a full CV and a supporting statement. Your CV should include:

- educational and professional qualifications
- full employment history
- the names and addresses of two referees.

Your supporting statement should demonstrate your ability to meet the person specification (maximum two pages.)

Referees will not be approached until the final stages of the selection process and not without prior permission from candidates.

Please submit your documents to [www.andersonquigley.com/job/aq2861](http://www.andersonquigley.com/job/aq2861) using the reference AQ2861.

**The closing date is noon Monday 21 October 2024.**

Should you wish to discuss the role in strict confidence, please contact our advising consultants at Anderson Quigley: Aino Betts on +44 (0)7743 934 723 or [aino.betts@andersonquigley.com](mailto:aino.betts@andersonquigley.com); or Elliott Rae on +44 (0)7584 078 534 or [elliott.rae@andersonquigley.com](mailto:elliott.rae@andersonquigley.com)

Longlisted candidates will be invited to discuss the role further in late October/early November 2024. The selection committee will then convene to decide upon a shortlist.

**Final interviews will be held on Thursday 21 November 2024.**

An appointment will be made subject to satisfactory references.

