

Job title	Director of the Bennett Innovation Laboratory
Grade	11
Salary range	£66,857 (negotiable commensurate with experience and subject to approval)
Staff Group	Unestablished Academic-related
Department / Institution	Engineering

Role-specific information

Role Summary

The Director of the Bennett Innovation Laboratory (BIL) operates within the Engineering Department's Whittle Laboratory, based in West Cambridge, managing the laboratory's development and executing its mission. BIL focuses on the early stages of disruptive emerging technologies, leveraging these opportunities to transform national scientific strengths into global technological and industrial leadership.

The BIL Director formulates and executes the laboratory's strategy, overseeing its strategic direction, financial performance, and accountability for research and content outputs. Reporting to the Whittle Laboratory Director, the BIL Director is responsible for recruiting and developing staff to achieve the laboratory's goals, aligning financial performance with its mission, and maintaining excellence in all BIL activities.

The BIL Director leads a team to deliver the laboratory's mission through three primary areas: modelling (including CamIA activities), mindset (including the Advanced Hydrogen Gas Turbines project), and impact. Additionally, the Director ensures that BIL contributes significantly to global efforts in sustainable, innovative, and equitable development, in alignment with the University of Cambridge's broader mission.

Key responsibilities include:

- Developing and implementing the BIL strategy to achieve its mission;
- Directing and coordinating BIL's focus areas, fostering collaborations, and securing necessary funding;
- Engaging senior stakeholders from industry, government, and academia to advance BIL's mission.
- Building and maintaining relationships with senior audiences and international institutions;
- Ensuring a fully developed, well-led team to execute the strategy and maintain financial sustainability;
- Leading and managing the Whittle Laboratory team members.

The Director regularly collaborates with high-level executives such as international CEOs, policymakers, government ministers, board members, senior executives, and specialists in research and development, technical delivery, strategy, finance, and sustainability. The Director also works closely with senior university officers, academics, and global research and philanthropic partners.

The Director also collaborates with a team at the Cambridge Institute for Sustainability Leadership (CISL), which conducts closely related work. The Director of BIL leads a team of individuals, organised into the three main focus areas. Each focus area is headed by a lead who manages research fellows and visiting scholars within their respective domains.

One of BIL's established projects, the Aviation Impact Accelerator (AIA), has established international academic partnerships with institutions such as MIT, Imperial College London, UCL, University of Melbourne, TU Delft, University of West London, and the University of Technology Sydney. The AIA collaborates with 10 major industry players, including Boeing, IATA, Rolls-Royce, the Sustainable Markets Initiative, the World Economic Forum, the Royal Air Force, the UK Government's Department for Energy Security and Net Zero, and the Department for Transport. The AIA's network of technical experts encompasses over 100 individuals. The AIA has already influenced UK law by impacting the UK Sustainable Aviation Fuel Mandates and is currently working with the EU and US to help shape international policy. This level of engagement exemplifies the high-level networking and collaboration that defines BIL. The Director's role in establishing and maintaining these networks and leading the teams responsible for delivering such impactful work is pivotal to BIL's success.

Key Responsibilities

Main duties and responsibilities	
1	<p>Business Strategy and Finance</p> <ul style="list-style-type: none"> • Agree and continuously review BIL's vision and strategy, and oversee and monitor implementation of BIL's strategy, impact goals and growth plan, in agreement with the responsible Departments, the Steering Committee and in line with the University's mission. • Ensure that effective planning, organisational structures, and resources are in place to achieve BIL's goals, with accountability to the Director of the Whittle Laboratory. • Develop and promote BIL's reputation and profile with high-level stakeholders within the University and externally. • Maintain high-level awareness of international developments in, and provide strategic advice and direction on the net zero transition, focusing on BIL's impact levers of modelling, insight and convening and engaging. • Deliver a rolling two-year strategy and budget for the team including detailed project and programme plans with annual reviews. • Act as the point of accountability for the multi-departmental team's income generation in line with annual revenue targets.
2	<p>Business Development and Delivery</p> <ul style="list-style-type: none"> • Develop and implement a strategy to enhance BIL's impact and financial sustainability by identifying investment opportunities, resources, and partnerships, and expanding fundraising from philanthropic, industry, and other sources, focusing on BIL's three primary areas. • Create, design and deliver programmes, partnerships and engagement activities for decision makers, supervising the related activities of relevant staff. • Lead the development of new partnerships, client relationships, products, and services to achieve agreed impact and income targets, providing high-level strategic advice and delivering expert content through convening activities and engagements. • Stay informed about technical developments and innovations to direct and advise on implications for BIL's strategy, products, services, and research. • Lead the management of delivering products and services, including directing team members responsible for program execution. • Develop innovative products and methodologies to create new markets for BIL's services and meet the need of existing and potential clients. • Maintain an understanding of global challenges facing decision-makers in private and public sectors, and deliver this content as an expert provider in international opportunities and to executive audiences engaged in BIL's high-level convening. • Establish and maintain key relationships with a range of senior audiences and international institutions.

	<ul style="list-style-type: none"> • Develop new relationships with senior executives in private and public sector organisations within the University to effectively respond to the needs of potential clients and partners. • Direct and approve the preparation of bids and proposals to secure funding and resources for research collaborations, including from foundations, companies, and high net-worth individuals.
3	<p>Research and Thought Leadership</p> <ul style="list-style-type: none"> • Collaborate with key academic partners to formulate a research agenda that supports BIL’s impact goals, leverages transdisciplinary research and generates new ideas, evidence, and actionable resources for decision-makers at both international and national levels. • Lead and oversee the commissioning and direction of world-class research in priority areas that align with BIL’s mission and bolster its reputation for robust, evidence-based thought leadership. • Play a leading role in research delivery by shaping and guiding junior staff, ensuring high-quality outputs. • Maintain close and productive ties with international academics, think tanks and NGOs providing research and insight relevant to BIL’s work.
4	<p>External Relations</p> <ul style="list-style-type: none"> • Represent BIL and the University at public events and meetings in the UK and internationally, including public speaking, panel appearances, moderating and facilitating conferences, workshops, seminars and roundtables. • Ensure BIL’s profile and positioning reflect the significance and excellence of its work, positively reinforcing the reputations of BIL and the University. • Identify strategic opportunities for BIL and the University to collaborate with senior leaders in business, government, and finance both in the UK and internationally. • Initiate, develop, and maintain key external relationships to support BIL’s strategic objectives, including international CEOs, policymakers, government ministers, board members, senior executives, and specialists in energy, aviation, economics, and policy. • Assist the Director of the Whittle Lab in providing private briefings to His Majesty King Charles III, BIL’s major donor Peter Bennet, and his team on BIL’s work.
5	<p>Management and Supervision of Bennett Innovation Lab team</p> <ul style="list-style-type: none"> • Maintain and develop the dedicated academic and academic-related professionals in accordance with the University staff policy and procedures. • Hold direct responsibility for the performance of immediate reports against agreed objectives, and all other team members through line structures.
6	<p>Human Resources</p> <ul style="list-style-type: none"> • Hold direct responsibility for the Whittle Laboratory staff and ensuring that BIL manages HR matters in accordance with the University’s policy and procedures and in compliance with legislation. • Take direct responsibility for the performance of immediate reports with agreed objectives, and oversee the performance of all team members through established line structures.
7	<p>Quality Assurance and Risk</p> <ul style="list-style-type: none"> • Ensure BIL operates the management, financial, and operational quality systems necessary to maintain consistent high-quality outputs. • Ensure all BIL outputs meet the quality, integrity, and independence standards required by clients and the University. • Maintain and effectively use BIL’s risk register to protect BIL and the University from reputational challenges, liabilities, and other risks.

Person Profile

This section details the knowledge, skills and experience we require for the role.

Education & qualifications	<ul style="list-style-type: none"> • Educated to degree level • PhD in Engineering (desirable)
Specialist knowledge & skills	<ul style="list-style-type: none"> • Excellent technical knowledge across areas related to the net zero transition, particularly chemical and mechanical engineering, economics and innovation. • Strategic leadership for a 'bridge' organisation that connects industry, government, finance, academic and civil society • Expertise in formulating research and strategy for BIL, leading projects on priority questions and themes. • Strong business skills, with the vision to translate opportunities for innovative products, services and markets into commercially viable businesses that is client-focused and responsive to the needs of a demanding marketplace. • Expert partner and client management skills. • Financial management skills to secure funding to ensure BIL's impact goals and financial sustainability. • Problem-solving abilities within complex contexts, and the ability to innovate and develop new solutions. • Strategy development and implementation skills.
Interpersonal & communication skills	<ul style="list-style-type: none"> • Excellent written and oral communication, good interpersonal skills and diplomacy, and qualities • Leadership qualities for both academic and entrepreneurial, commercially orientated organisations. • People and team management skills aligned with the Department of Engineering. • Ability to forge high-level partnerships and networks with institutions, demonstrating empathy with their demands.
Relevant experience	<ul style="list-style-type: none"> • Leading high impact research programmes in academia or another major organisation. • Operating at an executive level within a business or academic organisation, with a proven track record of strategic planning, high value partnerships, financial management and team leadership. • Track record of business development, working at the most senior levels and demonstrating high-level negotiation and relationship management skills. • Deep awareness of the academic and industry context within which BIL operates. • Knowledgeable about core areas of BIL's work, including the challenges of innovation, technical development, energy transition, economics and sustainability challenges. • Understanding of the political and policy context within which leaders of global corporations and Governments operate. • Experience working with senior leaders in public and private sector as well as academia. • Experience of presenting to and facilitating dialogue with senior industry audiences. • Experience of presenting complex information in an accessible way to a broad audience. • Experience of leading large teams and managing people.
Additional Requirements	<ul style="list-style-type: none"> • A personal commitment to the values that underpin BIL's work.

Terms and Conditions

Location	Department of Engineering, Whittle Laboratory, 1 JJ Thomson Avenue, Cambridge CB3 0DY
Working pattern	Full-time
Hours of work	There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.
Length of appointment	Two years in the first instance
Limited Funding	Two years in the first instance as an appointment to this post relies on the availability of finite funds for a specific purpose that are not part of the University's general revenues. The Head of Department, or his nominee, will keep the role-holder informed of the funding situation.
Probation period	9 months
Annual leave	Full-time employees are entitled to annual paid leave of 41 days inclusive of public holidays.
Pension eligibility	Universities Superannuation Scheme (USS) You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme). Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/..
Retirement age	The University does not operate a retirement age for unestablished academic-related staff

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Health declaration

Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter in the Upload section of the online application.

The closing date for applications is Friday 18 October 2024. If you have any questions about this vacancy or the application process, please contact the HR Office at the Department of Engineering (hr-office@eng.cam.ac.uk, +44 (0)1223 332615).

General Information

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.

About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections. The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching. The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html>.

Department of Engineering

The Department of Engineering is the largest department in the University of Cambridge, representing approximately 10% of the University's activities by the majority of common metrics, and is one of Europe's largest integrated engineering departments. It achieves the highest standards in both research and teaching. Its international reputation attracts the best students, academics, sponsors and partners from around the world. The Department is accommodated on two sites; one in central Cambridge and four satellite buildings in West Cambridge.

The Department seeks to benefit society by creating world-leading engineering knowledge that fosters sustainability, prosperity and resilience. We share this knowledge and transfer it to industry through publication, teaching, collaboration, licensing and entrepreneurship. By integrating engineering disciplines in one department, we can address major challenges and develop complete solutions, serving as an international hub for engineering excellence.

The Department is committed to promoting gender equality as part of a landscape of encouraging diversity, tolerance and a culture of mutual support. The dedicated Diversity Committee oversees equality, diversity and inclusion related activities in the Department, and holds regular events to promote Engineering to under-represented groups. The Department was first granted an Athena SWAN Silver Award in 2017, which was renewed in September 2020 to recognise the Department's ongoing commitment to advancing the careers of women in STEMM. The Department of Engineering continues to make excellent progress towards achieving gender balance amongst its staff and students. More information on the Athena SWAN Charter can be found [here](#).

The Department has six Academic Divisions and two Services Divisions as follows:

Academic Divisions	Division A – Acoustics, Energy, Fluid Mechanics and Turbomachinery
	Division B – Electrical Engineering
	Division C - Mechanics, Materials and Design
	Division D – Civil, Structural and Environmental Engineering with Sustainable Development
	Division E – Manufacturing and Management
	Division F – Information Engineering
Services Divisions	Division V – HR Office (Academic & Support Staff), HR Office (Research Staff & Visitors), Graduate Studies Office, Teaching Office (including Faculty Board and Exams), Finance Office, Library, Building and Estate Services, Information and Computing Services
	Division W – Design and Technical Services

The size and two site location means it is especially important to have an effective organisational structure in place. All staff are assigned to the appropriate Academic or Support Service Division on appointment so that the line of management responsibility is clear. This role is based in Division A. More information on the Department can be found at www.eng.cam.ac.uk.

Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world. The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment. The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality and Diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter award, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.

Living in Cambridge

From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the [Visit Cambridge](#) website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/>.

The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>

What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work. The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a [career break scheme for academic and academic-related staff](#), with additional flexible working policies for all other staff.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

CAMBens employee benefits

We offer a CAMBens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more.

A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMBens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the [purchase of train season tickets, bulk buy tickets](#) and an interest free travel to work loan are also available for staff of the University.

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks' full pay and emergency family care support via Emergency Childcare (<https://www.emergencychildcare.co.uk/>) as well as back-up care for adult dependants which can be booked directly by staff through www.helpinghandshomecare.co.uk. Other family-friendly support includes: Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: <https://www.childcare.admin.cam.ac.uk/>

The [Newcomers and Visiting Scholars Group](#) is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose.

The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars.

Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

Information if you have a Disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at:

<http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

If you prefer to discuss any special arrangements connected with a disability, please contact the HR Office, who are responsible for recruitment to this position, on 01223 332615 or by email on hr-office@eng.cam.ac.uk. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk