



JOB DESCRIPTION

Job Title: Centre Director

Grading:

Section: Principals office

Job Objectives:

The Centre Director will lead the development and running of the Business Enterprise Hub, a transformational Moray Growth Deal project.

The primary focus of this role is to

- lead the **commercial development of the Hub**, ensuring it becomes a **centre of excellence for Business Enterprise and Innovation** that is financially viable, vibrant, and a sustainable pillar of UHI Moray and the local community.
- work within the local business ecosystem to **identify and foster industry and community partnerships** and promote an **innovative and inclusive enterprise culture** across the institution as the associated **UHI Centre for Business Enterprise and Innovation**.
- work with businesses, including small and medium-sized enterprises (SMEs), to identify and foster the development and delivery of appropriate activity to support start-ups and business growth, and to support businesses to develop, innovate and improve their business processes.

Reporting to: The Project Senior Reporting Officer (SRP), currently the Principal

Reporting to the position: Academic Lead for the Business Enterprise Hub

Interface with: Business community and stakeholders within Moray and across the UHI Region, college staff, students and clients; prospective staff, students and clients; staff, students and clients of external agencies; UHI and academic partner staff.

Additional information:

This post is funded by a source external to UHI Moray and therefore your employment is fixed term, subject to the continuation of this funding. The initial period would be for a minimum of three years.

Approved by: Euan Black

Date: 19/5/2026

Signature of Post Holder:



Date: 19/5/2026

Key Responsibilities:

Strategic Leadership and Commercial Development

- Lead the strategic evolution of the Hub as a Moray Growth Deal project, ensuring it meets all transformational objectives and performance indicators.
- Provide leadership within the Business Enterprise Hub, inspiring staff engaged in supporting the establishment and operation of the Hub.
- Develop and execute a robust business plan that aligns with the strategic objectives of the Hub and UHI Moray to ensure the Hub develops as a viable and sustainable standalone business unit through diverse revenue streams, including commercial training, consultancy, education and research activity.
- Identify and respond to opportunities when they arise to expand the Hub's influence in areas of Enterprise, Innovation, and Responsible Leadership and Management.
- Monitor and evaluate the progress and impact of industry partnerships and projects and provide regular feedback and reports to senior management and external partners.
- Create an interface with mainstream college activities to ensure alignment in strategic planning, academic objectives, financial reporting and external communications
- Represent the college as and when appropriate.
- Manage and implement a revenue model which will ensure the Hub becomes financially sustainable in less than 10 years.

External Engagement and Partnership Building

- Act as the primary ambassador for the Hub, liaising and collaborating with external agencies, organisations, and the community at large to build good working relationships.
- Work with stakeholders and monitor developments in the regional business environment and the local SME market
- Establish, nurture and sustain industry and academic partnerships.
- Establish and maintain effective collaborations with industry partners and key external stakeholders, ensuring mutual alignment of goals, expectations, resources and funding.
- Lead marketing and promotional activities to enhance the Hub's reputation and attract commercial partners and students.
- Work in partnership with UHI Moray staff and the wider UHI partnership to optimise collective input, access and use of the Hub

Curriculum and Programme Development:

- Work collaboratively with the BE Hub team to ensure development of market ready and viable programmes and activity to support the Moray and wider Highlands and Islands business communities.
- Oversee the growth of the CPD (Continuing Professional Development) portfolio, ensuring it meets the evolving needs of regional and national industry in a financially viable manner.
- Contribute to the design, development, and continuous review of business and enterprise-related curricula and programmes that reflect regional and national priorities.
- Contribute to ensure programmes are aligned with industry standards, accreditation requirements, and future skills needs.
- Embed innovative and inclusive teaching and learning practices within enterprise education.

Operational Leadership:

- Establish the commercial processes to support the diverse range of activity within the Business Enterprise Hub from initial prospects through to contractual agreement to project delivery.
- Manage the Hubs budget and resources efficiently and in line with college processes and procedures.
- Work closely with the Academic Lead of the Business Enterprise Hub to ensure the initiative operates efficiently and develops in a sustainable manner.
- Liaise with external funders, regulators, committees, and other relevant bodies, to secure financial and any other relevant support, approval, and compliance for industry partnerships and projects.
- Develop collaborative initiatives that enhance opportunities for students, staff, and partners across UHI.
- Work nationally (and when required internationally) to grow the hub and the associated UHI Centre for Business Enterprise and Innovation.
- To build the resources, processes and capabilities required to support industry engagement.

Student and Staff Development:

- Provide academic guidance, mentorship, and support to people and groups engaged in business and enterprise initiatives.

- Champion professional development opportunities for staff, fostering a culture of continuous improvement and innovation.
- Address student feedback constructively to enhance the individual and collective learning experience.