



PERSON SPECIFICATION

Job Title:	BE Hub Academic Lead	Grade:	
Division/Section:		Date:	May 2026
Prepared by:	Euan Black		
Designation:	Deputy Principal		
Reviewed by:	Carrie Lynch		
Designation:	HR Manager		

1. Skills and abilities:

No	Description	Method of Assessment
	<p>Essential</p> <p>Strong leadership and organisational skills.</p> <p>Excellent communication and interpersonal skills.</p> <p>Ability to interrogate and challenge information robustly.</p> <p>Awareness and previous successful involvement in commercial and innovative practice within the education sector</p> <p>Proficiency in project management and strategic planning.</p> <p>Strategic thinker.</p>	<p>Interview</p> <p>Interview/ Presentation</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
	<p>Desirable:</p> <p>Familiarity with digital tools and platforms for business education.</p> <p>Ability to manage budgets and financial planning.</p>	<p>Interview</p> <p>Interview</p>

2. Education and Experience

No	Description	Method of Assessment
	<p>Essential</p> <p>A Masters degree in business, management, entrepreneurship, or a related field.</p> <p>Teaching qualification or equivalent experience in higher education.</p> <p>Experience of contributing to strategic and operational planning.</p> <p>Experience of managing and leading staff in the development of successful, and where appropriate, innovative educational provision.</p> <p>Proven track record in developing and managing business enterprise programs.</p> <p>Experience in fostering partnerships between academia and industry to deliver a meaningful impact to the organisation</p>	<p>Application Form</p> <p>Application Form</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
	<p>Desirable:</p> <p>A doctorate in in business, management, entrepreneurship, or a related field</p> <p>Professional certifications in business or enterprise.</p> <p>Experience in a leadership role in industry</p> <p>Experience of leading and engaging staff in professional development at a strategic level</p> <p>Experience in international collaborations.</p> <p>Experience in managing research projects and securing funding.</p> <p>Line Management Experience</p>	<p>Application Form</p> <p>Application Form</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application Form</p> <p>Application Form</p>

3. Accuracy and Initiative

No	Description	Method of Assessment
	<p>Essential</p> <p>Initiative in relation to policy review and development,</p> <p>An innovative approach to work methods,</p> <p>Confidence to take important decisions and back own judgement.</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p>
	<p>Desirable:</p>	

4. Personal Attributes

No	Description	Method of Assessment
	<p>Essential</p> <p>Commitment to academic excellence and continuous improvement.</p> <p>Ability to work collaboratively with diverse stakeholders.</p> <p>Strong problem-solving skills and adaptability.</p> <p>Enthusiasm for promoting business enterprise and entrepreneurship.</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
	<p>Desirable:</p> <p>Passion for mentoring and supporting students and staff.</p> <p>Visionary thinking and ability to drive strategic initiatives.</p>	<p>Interview</p> <p>Interview</p>

5. Other Requirements

No	Description	Method of Assessment
	<p>Essential</p> <p>Commitment to the strategic values of UHI Moray.</p> <p>Ability to work flexibly to meet the needs of the organisation.</p> <p>Commitment to and experience of furthering and embedding equality and diversity matters.</p> <p>Ability to work safely in a College environment.</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
	<p>Desirable:</p>	