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| <b>Position</b>        | Innovation and Growth Advisor                                |
| <b>Reports To</b>      | Regional Office Team Leader (Daresbury, Leeds or Sunderland) |
| <b>Starting Salary</b> | £40k to £48k                                                 |

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| <b>PURPOSE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p>RTC work in partnership with Innovate UK and Enterprise Europe Network to support innovative and high growth potential businesses across the North of England.</p> <p>The role will support some of the most ambitious, high growth potential innovative SMEs in the North of England and help them to Survive, Stabilize and Grow. In tandem, the role will also focus on helping companies to benefit from national and global opportunities so companies could become tomorrow's global success stories.</p> <p>The Innovation &amp; Growth Adviser will be of exceptional high calibre and capable of being a combination of coach, mentor, critical friend, and champion to this exceedingly demanding group of client companies. It is mandatory to have some experience of supporting and advising SMEs and the senior management teams at various stages of the business life cycle.</p> |

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| <b>DESCRIPTION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>Support SME clients to survive the immediate Covid-19 crisis, stabilise the business and position for future growth, by acting as a strategic coach and mentor to clients to support them in developing their short, medium and longterm innovation plans.</p> <ul style="list-style-type: none"> <li>• Identify and recruit businesses with suitable growth potential</li> <li>• Facilitate a holistic analysis of the business to gain an in-depth understanding of its current performance and potential for growth. To assist clients to prioritise issues and identify potential courses of action and complete diagnostics accurately</li> <li>• Action Planning and delivery, co-working with colleagues to ensure each client has access to the relevant expertise from across the team</li> <li>• Identification and engagement with external business support services, from the full range of private and public sector providers, that will compliment EEN support.</li> <li>• Monitoring &amp; reporting performance against targets</li> <li>• Monitoring &amp; reporting customer satisfaction</li> </ul> |

***This is a full time, permanent post and may include other duties not specified above***

| SPECIFIC REQUIREMENTS            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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|                                  | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Desirable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Qualifications/ Education</b> | <ul style="list-style-type: none"> <li>Degree Qualified</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Business, Marketing, Finance or related degree</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Skills/Knowledge</b>          | <p>General knowledge of or specialism in one or more of the following areas:</p> <p><b>Funding &amp; Finance:</b></p> <ul style="list-style-type: none"> <li>Experience of raising finance either through IUK/European funding or through private investment</li> <li>Understanding P&amp;L and balance sheets, ROI, breakeven, cash-flow and working capital</li> <li>An understanding of equity finance and what investors require in a company looking to raise finance</li> </ul> <p><b>Industrial:</b></p> <ul style="list-style-type: none"> <li>Minimum of 5 years working in/around an industrial environment</li> <li>Understanding of supply chain and various intermediaries involved</li> <li>Experience of been directly involved in new product or service development</li> <li>Experience of implementing change within a business, including cultural change</li> </ul> <p><b>Innovation Management:</b></p> <ul style="list-style-type: none"> <li>Minimum of 5 years' experience of using innovation/strategic management tools within an SME/MNE environment</li> <li>Business acumen and experience sufficient to credibly mentor Senior Managers in SMEs in the development of differentiated business models</li> <li>Experience of helping service and manufacturing companies embrace innovation in their processes and business models</li> <li>Experience of leading workshops in developing and pivoting business models in response to changing market perceptions.</li> <li>Application of 'Lean start-up' principles to ensure responsive and effective, dynamic business strategies for innovation fuelled growth</li> <li>Able to help establish clear, impact driven measurable goals for its innovation strategy with alignment to the overall business growth strategy.</li> </ul> <p><b>Internationalisation:</b></p> <ul style="list-style-type: none"> <li>Exposure to International collaboration and strategic partnering</li> <li>Global mindset and experience in the legal and operational aspects of doing business abroad.</li> </ul> | <p>Demonstrable knowledge, understanding and experience in:</p> <ul style="list-style-type: none"> <li>Venture capital investment and Sustainability issues.</li> <li>Innovation Policy and related programmes.</li> <li>SME development issues.</li> <li>Other business disciplines that impact on business performance.</li> <li>Issues under the Sustainability agenda, including Circular Economy, Energy Efficiency, Infrastructure etc.</li> <li>Business and innovation strategy</li> <li>Innovation life cycle</li> <li>Enabling factors (HR &amp; Incentives, IT, Marketing)</li> <li>Change /Transformation management</li> <li>Market validation and commercialisation of new ideas (incl. pricing strategy/model, distribution channels, access to funding &amp; finance)</li> <li>Working with high growth companies.</li> <li>Preparation of reports and output statistics</li> <li>Strong communication skills</li> <li>Excellent social skills</li> <li>Effective networker</li> </ul> |

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|                   | <p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• Good financial, analytical, reasoning and decision-making ability.</li> <li>• Ability to assess business plans, financial accounts and ancillary information.</li> <li>• Able to actively listen to others, and express ideas clearly, both verbally by telephone, web conference and face-to-face, and in written communications.</li> <li>• Able to accomplish the goal by efficiently establishing an appropriate course of action for self and others.</li> <li>• Critical appraisal of bids for innovation funding</li> </ul> |                                                                                                                                                                                                                                                  |
| <b>Experience</b> | <ul style="list-style-type: none"> <li>• 5+ years Senior Management Experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Previous Business Ownership experience</li> <li>• Cross Sector experience</li> <li>• Managing Change</li> <li>• Experience in mentoring and or coaching</li> <li>• Consulting SME Businesses</li> </ul> |
| <b>Other</b>      | <ul style="list-style-type: none"> <li>• A full driving license and the willingness to travel outside normal office hours.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                  |

#### HOW TO APPLY

Please send your CV to Mica MacInnes at: [mica.macinnes@rtcnorth.co.uk](mailto:mica.macinnes@rtcnorth.co.uk)  
Please note the deadline is Tuesday 30<sup>th</sup> June 2020.