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**Faculty** **of Technology**

**School of Civil Engineering & Surveying**

**Fortis IBA Ltd, 2nd Floor, Fryern House, 125 Winchester Rd, Chandler's Ford, Eastleigh (SO53 2DR)**

**Materials/Environmental Scientist – KTP Associate**

**ZZ008168**

**Information for Candidates**

# THE POST

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Salary of £32,500 - £35,000 per annum, paid into a bank or building society monthly in arrears.

Although an employee of the University of Portsmouth’s, you will be working closely with the academic team and Fortis IBA Ltd. The main workplace will be at the Fortis office in Chandler's Ford, Eastleigh. Due to the nature of the project, the Associate will be expected to travel between Eastleigh and Portsmouth.

The Appointee will be entitled to join the Local Government Pension Scheme. The scheme's provisions include an index-linked pension with an option to exchange some pension for a lump sum on retirement together with dependants’ benefits. Contributions by the employee are subject to tax relief.

There is a probationary period of six months during which new staff are expected to demonstrate their suitability for the post.

We are strongly dedicated to embedding equality, diversity and inclusion (EDI) within our community. As an [Athena SWAN](https://www.advance-he.ac.uk/equality-charters/athena-swan-charter) and [Race Equality Charter](https://www.port.ac.uk/about-us/structure-and-governance/corporate-governance/equality-and-diversity/race-equality) award holder, a member of [Stonewall](https://www.port.ac.uk/about-us/structure-and-governance/corporate-governance/equality-and-diversity/lgbtq-equality) and a [Disability Confident Employer](https://disabilityconfident.campaign.gov.uk/) we are passionate about creating a welcoming and inclusive environment, regardless of your background. We welcome applications from all talented people. In addition, we want our workforce to be representative of our diverse student population. Please see our [EDI Framework and objectives](https://www.port.ac.uk/about-us/structure-and-governance/corporate-governance/equality-and-diversity).

There is a comprehensive sickness and maternity benefits scheme.

**All interview applicants will be required to bring their passport or full birth certificate and any other 'Right to Work' information to interview where it will be copied and verified.** The successful applicant will not be able to start work until their right to work documentation has been verified.

Please note if you are the successful candidate once the verbal offer of employment has been made and accepted, references will be immediately requested. It is the University’s policy that all employment covering the past three years is referenced. A minimum of two references is required to cover this three year period of employment or study (where there has been no employment). One of your referees must be your current or most recent employer.

The successful candidate will need to bring documentary evidence of their qualifications to Human Resources on taking up their appointment.

If the position has a requirement for Disclosure and Barring Service check (DBS) or Non-Police Personnel Vetting (NPPV), this will be stated in the advert. Further information will be provided once the selection process has been completed.

All applications must be submitted by 23:59 (UK time) on the closing date published.

For information on how to find our campus and the navigation of buildings (including accessibility), please see <https://www.accessable.co.uk/university-of-portsmouth> (click on the Access Guides tab at the top of the page, and then click on "view all access guides".



**UNIVERSITY OF PORTSMOUTH – RECRUITMENT PAPERWORK**

1. **JOB DESCRIPTION**

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| **Job Title:** | Materials/Environmental Scientist – KTP Associate |
| **Grade:** | Spot grade - £32,500 - £35,000 pa |
| **Faculty/Centre:** | Faculty of Technology |
| **Department/Service:**  **Location:** | School of Civil Engineering and Surveying  Fortis IBA office in Chandler's Ford, Eastleigh. |
| **Position Reference No:** | ZZ008168 |
| **Responsible to:** | Muhammad Ali |
| **Responsible for:** | N/A |
| **Effective date of job description:** | January 2023 |

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| **Context of Job:** |
| This three-year post facilitates, leads, and manages a project to implement a Knowledge Transfer Partnership (KTP) between the University of Portsmouth and Fortis IBA Ltd.  A KTP programme is a three-way collaboration between an Associate, a Company and a University. The Associate undertakes and manages a strategic research and development project for the company while being supported by Academic and Industry supervisors. The programme is co-funded by a government grant and the company.  Fortis are leaders in processing incinerator bottom of ash (IBA) produced after the treatment of household waste via energy from waste plants. The company recovers metals from IBA also and produces incinerator bottom ash aggregates (IBAA) for the construction industry. |

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| **Purpose of Job:** |
| Working in collaboration with Fortis IBA Ltd the KTP Associate will lead and manage the development of sustainable higher-value precast concrete products using incinerator bottom ash aggregate. Reducing the burden on natural resources, promoting circular economy and saving CO2. The Associate will also establish new markets for the precast concrete products. |

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| **Key Responsibilities:** |
| Undertake an extensive literature review of previous research and conduct market review.  Develop laboratory procedures to assess various characteristics of incinerator bottom ash aggregate and concrete technology, in particular, pre-cast concrete including masonry blocks and paving slabs.  Conduct detailed environmental monitoring and testing of raw materials and products for compliance purposes.  Lead the development of pilot and commercial scale production trials.  Lead, facilitate and manage the project including liaising with concerned  regulatory authorities and stakeholders. Planning, implementation and production/maintenance of project documentation.  Support the development of industry compliant products, promote marketing and engage with new and existing clients in the UK and identify other markets.  Developing capability for a new range of products and innovation to allow the company to lead the sustainable zero carbon pre-cast concrete market.  Continuous development and testing of a new range of products.  Undertake assessment and evaluation of potential new markets for the product.  Disseminate the findings of the project both within the company and externally via research publications. Prepare project documentation, and present the results of the project to key stakeholders.  Facilitate the embedding of knowledge gained from the project within the company and the University through active communication, research seminars and workshops.  Perform other duties on a need basis such as company staff training and entering various competitions. |

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| **Working Relationships:** |
| The KTP Associate will be employed by the University of Portsmouth, as a member of the School of Civil Engineering and Surveying.  The KTP Associate will work closely with the academic team and Fortis IBA Ltd. The main workplace will be at the Fortis office in Chandler's Ford, Eastleigh. Due to the nature of the project, the Associate will be expected to travel between Eastleigh and Portsmouth.  Key contacts will be:  Dr Muhammad Ali – Academic Supervisor (UoP)  Dr Stephanie Barnett – Lead Academic (UoP)  Dr Melanie Dixon – Academic Support (UoP)  Geof Stockbridge – Company supervisor (Fortis IBA Ltd)  Lee Thompson – Group Business Development Director (Fortis IBA Ltd)  Stephen Woodhouse – Regional KTP Advisor  The project will be overseen by a Local Management Committee which will include the Academic team and the Industrial team. |

1. **PERSON SPECIFICATION**

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| **No** | **Attributes** | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
| 1.1 | Knowledge and experience of material testing and/or understanding of environmental laboratory procedures. | E | AF, S |
| 1.2 | Experience of project management or previous problem-solving role with a good understanding of data analysis and data presentation | E | AF, S |
| 1.3 | Knowledge of construction materials/concrete technology and/or material production, at an advanced level. | D | AF, S |
| 1.4 | Knowledge of concrete and cement chemistry. | D | AF, S |
| 1.5 | Experience in the operation of analytical techniques (e.g. ICP, XRD, XRF) and microscopic equipment (e.g. SEM). | D | AF, S |
| **2.** | **Skills & Abilities** |  |  |
| 2.1 | Enthusiastic, persistence, flexible working, and good interpersonal skills. | E | AF, S |
| 2.2 | Practical skills to solve problems with the ability to develop experimental test rigs and sampling protocols. | E | AF, S |
| 2.3 | Excellent oral and written communication skills. | E | AF, S |
| 2.4 | Project management and/or good time management skills with the ability to manage own workload and meet tight deadlines. | E | AF, S |
| 2.5 | Attention to detail, without losing the overall perspective | D | AF, S |
| 2.6 | Leadership skills and abilities to deal with people from a variety of backgrounds. | D | AF, S |
| 2.7 | Able to deliver training to share good practice with other company members as required. | D | AF, S |
| 2.8 | Enthusiastic, persistence, flexible working, and good interpersonal skills. | E | AF, S |
| **3.** | **Qualifications, Education & Training** |  |  |
| 3.1 | Graduate Degree (2:1 equivalent or above) in Civil/Environmental Engineering or Environmental Sciences or an appropriate discipline. | E | AF, S |
| 3.2 | Masters or Research Degree in Civil/Environmental Engineering or Environmental Sciences or an appropriate discipline. | D | AF, S |
| **4.** | **Other Requirements** |  |  |
| 4.1 | Ability to relate and communicate effectively with staff and customers in a commercial SME environment | E | AF, S |
| 4.2 | Full UK Driving Licence. | D | AF, S |

**Legend**

Rating of attribute: E = essential; D = desirable

Source of evidence: AF = Application Form; S = Selection Programme (including Interview, Test, Presentation)

**JOB HAZARD IDENTIFICATION FORM**

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| **Please tick box(s) if any of the below are likely to be encountered in this role. This is in order to identify potential job related hazards and minimise associated health effects as far as possible. Please use the** [Job Hazard Information](http://www.port.ac.uk/departments/services/humanresources/recruitmentandselection/informationforrecruiters/essentialinformationandformsforrecruiters/) **document in order to do this.** | | | |
| 1. International travel/Fieldwork | X | 13. Substances to which COSHH regulations apply (including microorganisms, animal allergens, wood dust, chemicals, skin sensitizers and irritants, welding fume) | X |
| 2. Manual Handling (of loads/people) | X | 14. Working at height |  |
| 3. Human tissue/body fluids (e.g. Healthcare settings, First Aiders, Nursery workers, Laboratory workers) |  | 15. Working with sewage, drains, river or canal water |  |
| 4. Genetically modified Organisms |  | 16. Confined spaces |  |
| 5. Noise > 80 DbA |  | 17. Vibrating tools |  |
| 6. Night Working  (between 2200 hrs and 0600 hrs) |  | 18. Diving |  |
| 7. Display screen equipment | X | 19. Compressed gases |  |
| 8. Repetitive tasks (e.g. pipette use, etc) |  | 20. Small print/colour coding |  |
| 9. Ionising radiation/non-ionising radiation/lasers/UV radiation | | 21. Soil/bio-aerosols | X |
| 10. Asbestos and/or lead | | 22. Nanomaterials | |
| 11. Driving on University business:  mini-bus (over 9 seats), van, bus, forklift truck, drones only) | | 23. Workplace stressors (e.g. workload, relationships, job role, etc.) | |
| 12. Food handling | | 24. Other (please specify) | |

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| **Name** | MUHAMMAD ALI |
| **Date** | January 2023 |
| **Extension number** | 2398 |

Managers should use this form and the information contained in it during induction of new staff to identify any training needs or requirements for referral to Occupational Health (OH).

Should any of this associated information be unavailable please contact OH (Tel: 023 9284 3187) so that appropriate advice can be given.