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Chief Technology Officer – PNDC

Department	Power Networks Demonstration Centre (PNDC) (www.strath.ac.uk/research/pndc/)		
Faculty	Faculty of Engineering (www.strath.ac.uk/engineering/)		
Staff Category	Knowledge Exchange	Reference No	N/A
Reports To	CEO – PNDC	Grade	Senior Management
Salary Range	Commensurate with the skills and experience of the candidate and the seniority of the role	Contract Type	Open Contract
FTE	1 (35 hours/week)	Closing Date	13/04/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on IFTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Wardpark, Cumbernauld, G68 0EF		



Job Advert

PNDC is one of the University of Strathclyde's industry-facing centres, focusing on test, and validation to accelerate the development of next-generation **power networks, decarbonised heat, and decarbonised transport solutions**. It provides a **real-world environment** for de-risking and demonstrating technology in a range of areas including **grid modernisation, digital substations, power electronics, powertrains and whole energy system integration** to drive the Net Zero transition.

At PNDC, we bridge the gap between concept and deployment, working alongside **network operators, technology providers, and policymakers** to accelerate innovation to market. With the launch of our **Advanced Net Zero Innovation Centre (ANZIC) in 2025**, we are expanding our capabilities to test, integrate, and de-risk novel high power net-zero solutions across **transport, heat and whole energy systems** as well as **power electronics, electric machines and drives**.

PNDC is seeking a **hands-on, technically exceptional Chief Technology Officer** to join the **Senior Leadership Team**, delivering **programmes, thought leadership, strategic direction, and partner engagement**, as the global face of our technical activities with a solid grounding in the power networks area. The role will also deliver on decarbonisation of transport and decarbonisation of heat teams as we build these capabilities.

This role is at the heart of **validating breakthrough technologies**, including the use of PNDC facilities to accelerate technologies across the domains including emerging areas such as **AI-driven control systems and DC networks to flexible grid architectures and cyber-resilient operations**. You will oversee teams delivering **full-scale testing, simulation, and demonstration projects**, ensuring innovations are ready for deployment in real-world environments.

We are looking for a **visionary leader** with deep technical expertise, hands-on testing experience, and a passion for translating innovation into impact. If you're ready to **push the boundaries of power systems and drive the Net Zero transition**, this is your opportunity to lead at the forefront of energy systems innovation.

Job Description

Brief Outline of Job:

Reporting to PNDC's CEO, the **Chief Technology Officer – PNDC** will lead the execution of the **technical strategy**, supporting **testing, and validation** of next-generation **power networks, transport powertrains and heat systems** at PNDC. They will provide the most senior oversight of delivery aspects including the **design, execution, and analysis** of projects and capital equipment, ensuring outputs and outcomes align to partner expectation and further the technologies on the innovation journey within our technology areas.

A key responsibility will be the **development and ownership of PNDC's technology roadmaps**, defining the **strategic direction for power networks, whole energy system integration and the development of transport and heat equivalents**. The CTO will work hand-in-glove with the commercial team identifying emerging challenges and opportunities and ensuring PNDC remains at the forefront of **innovation, de-risking, and industrial application**.

This role involves **direct engagement with industry partners**, shaping **innovation programmes** that accelerate the transition to Net Zero **through maximising the utilisation of PNDC assets**. The CTO will ensure our partners are able to leverage PNDC's unique capabilities and facilities to **de-risk novel solutions** and drive **whole-system integration**. The CTO is expected to present technical and **high value commercial propositions** to partners and be responsible for delivering revenue for PNDC.

The successful candidate will initially have 3 focus areas reporting in (advancement of power networks, decarbonisation of transport, and decarbonisation of heat) but will have freedom to dynamically allocate their time to the **delivery of projects**, supporting and **driving new commercial opportunities** with a deep technical bias, and **representing PNDC's technical prowess** on the **world stage** expanding impact and reach of the organisation.

They will provide global **technical leadership** across multi-disciplinary teams, ensuring projects align with **industry needs, regulatory requirements, and future demands**. Collaboration with the **University of Strathclyde's research community** will be key to embedding cutting-edge advancements into PNDC's work.

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The ideal candidate will combine **deep technical expertise with hands-on experience**, translating emerging technologies into **real-world impact** and positioning PNDC as a **global leader in power networks and whole-energy system innovation**.

Main Activities/Responsibilities:

1. Grow your own personal, and the organisation's, recognition as an expert in advancement of power networks, in addition to supporting the other 2 focus areas, and ensure that PNDC capability is recognised across the world through your deep technical thought leadership.
2. Support partner engagements from first meeting until project closure ensuring technical project plans are aligned, be actively engaged with the delivery, ensuring it is on track and outputs and outcomes are exceptional.
3. Own and deliver technology roadmaps that align with national and international targets and are inspired by latest technology developments, policy landscape, regulatory changes and a deep knowledge of partner needs.
4. Build and deliver a strong pipeline of technical work, from your industry engagements, to utilise the expertise and facilities of PNDC.
5. Build and maintain strong international relationships, becoming a trusted advisor and go-to expert for partners' challenges.
6. Support development of PNDC team members and identification of technical skill gaps delivering routes to filling these through recruitment / training / partnering.
7. Lead strategic investment in new capital equipment / skills / capability growth and alignment to market need and PNDCs Strategic Growth Plan.
8. Be PNDC's main contact into technical working groups across the breadth of the University of Strathclyde and within the global power networks, transport and heat ecosystem.
9. Work in collaboration with other members of the PNDC SLT to identify and develop new strategic partnerships across the power, heat and transport sectors
10. Be an engaged and evangelical member of the PNDC SLT delivering change through technical growth and foresight.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

Good first degree (minimum class 2:1) in a relevant engineering discipline. and significant professional experience in a relevant industry setting or a PhD.

**Essential/
Desirable** **Assessment
Method**

Essential Application/CV

Experience

Senior-level experience with a strong track record in shaping and executing a technology vision and growth strategy to achieve commercial and impact-driven goals.

Essential App/CV/
Interview

Worked at a senior level within a Distribution Network Operator (DNO) or Transmission Network Operator (TNO).

Desirable Application/CV

Worked within an engineering consultancy or similar technical service sector organisation.

Desirable Application/CV

Significant practical test and validation experience of novel technology in power systems including working with DNOs or TNOs.

Essential App/CV/
Interview

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An extensive track record in delivering innovation programmes accelerating development / adoption of technology within the power networks, or directly adjacent, areas	Essential	Interview
Demonstrable experience in industry focused innovation delivering significant impact and change.	Essential	Interview
Working within one of the other focus areas (Transport / Heat)	Desirable	App/CV/ Interview

Job Related Skills and Achievements

Proven track record of building and managing senior level relationships and excellent networker with a strong network across private industry, public, and innovation sectors.	Essential	App/CV/ Interview
Proven understanding of the academia-industry interface and how to transfer innovative concepts to solutions that meet the needs of the power networks industry.	Essential	App/CV/ Interview
Exceptional business development skills, with a demonstrated ability to identify, nurture, and convert new partnership opportunities, while consistently aligning solutions to meet partner needs and drive mutual growth.	Essential	App/CV/ Interview
Proven success in winning and delivering large-scale projects that drive meaningful, measurable impact for strategic partners by addressing their unique challenges and goals.	Essential	Interview
Ability to understand, process complex technical information and requirements and clearly articulate customer centric propositions.	Essential	Interview

Personal Attributes

Ability to think strategically and contribute at the most senior level to PNDC.	Essential	Interview
Excellent interpersonal and communication skills, with the ability to listen to partner needs and articulate engaging and persuasive approaches to support technical idea generation in real-time.	Essential	Interview
Strong commitment to mentoring and coaching colleagues, fostering a collaborative learning environment, and helping people grow professionally.	Essential	Interview
Has a “can do” approach and wants to get actively engaged with the grass roots of projects and driving delivery.	Essential	Interview

Other Relevant Factors

An understanding of the University values and an ability to demonstrate how they deploy them in their professional life	Essential	Interview
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Application Procedure

We are partnering with Aspen People for the recruitment of this post and all details, including how to apply, can be found in this link: <https://www.aspenpeople.co.uk/uos/> for an informal conversation please contact Katharine Price on 07899 791 508 or Donogh O’Brien on 07795 812 574.

Interviews

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Conditions of Employment

Conditions of employment relating to the Knowledge Exchange staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

