Business Transformation Associate (KTP Associate)

Job Summary

This is an exciting opportunity for an ambitious Business Transformation Associate to fast-track their career development as a Knowledge Transfer Partnership (KTP) Associate, applying skills in business transformation, digital change, innovation management, leadership development, organisational learning and technology adoption.

You will undertake a 27-month collaborative project between IPS (Aberdeen) Limited and Robert Gordon University, jointly funded by Innovate UK and IPS. The post will be based at IPS's offices in Aberdeen, with regular engagement with Robert Gordon University's Aberdeen Business School and School of Computing, Engineering and Technology.

IPS is a specialist fabrication and site services company operating predominantly in the oil and gas sector, with ambition to diversify into emerging low-carbon markets including wind, battery storage, nuclear, distilleries and clean energy-related sectors. The company is undertaking a strategic digital transformation to improve operational efficiencies, strengthen traceability and quality assurance, enhance project scheduling and reporting, and build the internal capabilities required to support future growth.

The Business Transformation Associate will play a central role in embedding the organisational, cultural and managerial changes required to ensure that new AI-driven and digital systems are successfully adopted, used and sustained across the business. Working closely with a computing science KTP Associate, IPS directors, managers, operational staff and Robert Gordon University academics, you will lead the process of translating technical innovation into business transformation.

The role will involve assessing IPS's digital readiness, mapping business and sector requirements, leading the development of new digital practices, building leadership capability, designing and delivering staff training,

monitoring technology adoption, and embedding continuous improvement practices across the organisation. The successful candidate will develop practical toolkits, training resources, change communication materials, adoption frameworks and business intelligence outputs that will support IPS's transition into a digitally enabled, agile and growth-oriented organisation.

This KTP offers a unique opportunity to work at the interface of academia and industry, gaining practical experience of leading change in a fast-paced business environment while receiving structured support from experienced academic and company supervisors.

You will benefit from formal KTP training, mentoring, access to academic expertise, and a dedicated personal development budget to support professional growth throughout the project.

As per the UKVI immigration rules, this role may be eligible for sponsorship under the Skilled Worker route. Sponsorship under this route is dependent on factors specific to the applicant and if tradeable points can be used under the rules. For KTP's we will also consider eligibility under the Global Talent Visa route.

Salary Range: £33,000–£38,000 per annum, plus £4,500 training budget

Position Type: Full Time, Fixed Term, 27 months

Hours: 37.5 hours per week, typically between 08:30–17:00 Monday to Friday

Location: IPS Ltd Caledonian House, Howe Moss Place, Dyce, Aberdeen, AB21 0GS

Interviews w/c 17th August 2026

Start Date 1st October 2026

Job Description

RESPONSIBLE TO: Robert Gordon University: Dr Eleni Kesidou and Dr Nicola Croxton / IPS LTD: Robert Steel and Raff Celentano

RESPONSIBLE FOR: No supervisory responsibility

PURPOSE OF POST: The Business Transformation Associate will lead the organisational and business transformation elements of the KTP project, ensuring that new digital, AI-enabled and data-driven systems are effectively embedded within IPS's operational routines, leadership practices and strategic growth plans. The postholder will work collaboratively with the AI Solutions Developer KTP Associate to ensure that technical systems are aligned with user needs, business processes, workforce capability and future market requirements.

PRINCIPAL DUTIES:

-Lead the assessment of IPS's digital readiness, digital literacy and organisational capability across key business functions, including planning, administration, fabrication, management and leadership.

-Conduct surveys, interviews, workshops, observations and secondary research to understand digital maturity, staff needs, operational workflows, user expectations and cultural barriers to technology adoption.

-Work closely with the AI Solutions Developer KTP Associate to ensure that new scheduling, reporting, dashboard and AI-enabled tools are informed by real use and new industry requirements and business processes.

-Identify operational, compliance, reporting and client-facing requirements for IPS's diversification into new and emerging sectors, including low-carbon and advanced manufacturing-related markets.

-Develop sector requirements matrices, business intelligence reports and strategic alignment documents to support IPS's market positioning and future tendering activity.

-Support the selection, induction and development of Digital Transformation Champions across the organisation, creating a peer-learning model to embed digital skills and practices.

-Design and deliver leadership development activities informed by entrepreneurial leadership, leadership-as-practice and change management principles.

-Co-create an IPS Leadership Toolkit, including practical guides, templates, checklists and communication resources to support managers and staff through digital transformation.

-Develop change narratives, vision and mission materials, and internal and external communication tools to support cultural alignment and staff engagement.

-Co-design and co-develop with the computing associate role-specific training materials, workshops, quick-reference guides, video resources and implementation support for new digital systems.

-Monitor technology acceptance and adoption using appropriate qualitative and quantitative methods.

-Support continuous improvement by translating adoption data and user feedback into practical recommendations for system refinement and organisational learning.

-Work with the academic and company supervisory teams to maintain a detailed project plan, contribute to risk management, prepare progress reports and present findings to the Local Management Committee.

-Develop academic and professional outputs where appropriate, including conference papers, case studies, reports and knowledge transfer materials.

-Undertake any other duties reasonably assigned by the academic or company supervisory teams in support of the KTP project.

Person Specification

ESSENTIAL REQUIREMENTS

Qualifications and Professional Requirements

-Minimum of an MSc or MBA in a relevant subject area such as Business and Management, Innovation Management, Organisational Change, Digital Transformation, Strategy, or a closely related discipline.

Knowledge

-Demonstrate academic and practical/working knowledge and understanding of business transformation, organisational change, digital adoption, innovation management, business diversification activities and leadership development.

Experience/Skills

-Prior experience, gained through either employment, consultancy, applied research, enterprise activity, or substantial project work, that demonstrates their ability to apply business, management, organisational change, digital transformation, business diversification activities or innovation management in a real organisational context.

-Prior experience of using research methods such as interviews, surveys, workshops, observations, data analysis or business diagnostics to investigate organisational issues and develop evidence-based recommendations.

-Strong project management skills, including the ability to plan work, manage deadlines, coordinate stakeholders and deliver high-quality outputs in a dynamic business environment.

-Excellent communication and interpersonal skills, with the ability to engage effectively with senior leaders, managers, technical specialists, operational staff, floor staff, academics and external stakeholders.

-Confident in preparing reports, presentations, training materials and practical business tools for a range of audiences.

-Self-motivated, proactive and capable of working independently while also contributing effectively to a multidisciplinary team.

-An interest in digital transformation, AI-enabled business change and the practical challenges of embedding new technologies within organisations.

DESIRABLE REQUIREMENTS

Qualifications and Professional Requirements

-PhD or DBA in a relevant discipline would be desirable.

Knowledge

Knowledge of digital maturity assessment, technology acceptance, change management frameworks, business model innovation, entrepreneurial leadership, and organisational learning would be desirable.

Knowledge of low-carbon sectors, energy transition, advanced manufacturing, or industrial diversification would be beneficial.

Experience

-Experience in a manufacturing, engineering, energy, fabrication, project-based or SME environment would be advantageous.

-Experience designing or delivering training, workshops, leadership development activities, change communication materials or staff engagement initiatives would be beneficial.

-Experience working on collaborative projects involving business, academic and technical stakeholders would be advantageous.

Skills and Personal Attributes

-analytical, curious and solution-focused, with the ability to translate complex organisational issues into practical actions. comfortable working across business and technical boundaries and will be able to build trust with people at different levels of the organisation.

-They will demonstrate strong leadership potential, excellent organisational skills and the ability to influence change through evidence, communication and collaboration. They will be adaptable, resilient and willing to learn quickly as the project evolves.

-The role requires someone who can combine academic rigour with commercial awareness, ensuring that knowledge transfer activities deliver meaningful, measurable and sustainable value for IPS.

Salary: 33000.00 - 38000.00 GBP per Year

Position Type: Full Time , Fixed Term 37.5 Hours per Week