

Head of Skills – Life Sciences Vacancy

Cogent Skills have an exciting opportunity, we are recruiting a Head of Skills to lead on our work within Life Sciences. This role is initially temporary whilst we scope out our work within the Life Sciences sector but does have the potential to become a permanent role.

The Head of Skills will be the lead collaborator with our life sciences customers and will oversee strategic collaborations within the Cogent Charity including leading collaborative forums, overseeing project delivery, managing our global customers and providing intelligence and insight on life sciences to the rest of our business.

Remuneration Package

- Salary between £65,000 - £70,000 per annum dependent on experience
- Car Allowance £6,351 per annum
- Full time temporary role (3-6 months)
- Pension – employer contribution 6%
- Life Assurance
- 28 days holiday plus 8 bank holidays (FTE)
- Birthday off work
- Opportunity to buy-back 5 extra days annual leave (FTE)
- Optional Private Health Care package
- Hybrid working – National role
- Employee Assistance Programme
- Bonus Scheme
- Aspire Values Award Scheme
- Annual Values Awards
- Long Service Awards
- Annual Company Events
- Gym Discount
- Access to Training & Development Opportunities

This influential and significant role will support the development and facilitation of the Science Industry Partnership (SIP), the preeminent life sciences employer led skills collaboration in the Life Sciences sector. This role is responsible for convening life sciences employers and stakeholders, through the SIP membership model, to identify, articulate and address their shared skills needs. The role reports directly to and works closely with the CEO of Cogent Skills and requires a proactive, commercial and strategic skill set and a desire to make a real contribution to the success of employers within the industry.

The role will sit as part of the Senior Leadership team within the Cogent Skills group.

We Care



We Speak Out



We Welcome



We are Enterprising



Cogent Skills works closely with a range of stakeholders, but primarily employers, to ensure that they have access to the skills needed to ensure future success within the sector. The Science Industry Partnership has just celebrated its 10th anniversary overseen by the founding Chair. During this time SIP has supported the creation of new skills infrastructure, bid for government money to support employers, trained over 1000 industry ambassadors, supported the development of a wide range of Apprenticeship standards and influenced the vocational skills system.

The role also supports the Chair of the Futures group, a collaboration of sector Trade Associations and the Office of Life Sciences feeding into the Life Sciences Council and the development of the skills requirements of the Industrial Strategy for Life Sciences.

As the lead for the industry the role holds the account management for key customers, is responsible for a small number of projects delivered in conjunction with colleagues and fly's the flag for the sector ensuring sector needs are reflected in the Charity activities.

Key Accountabilities

- To work with the Office of Life Sciences, the Chair of the 'Futures' group (Astra Zeneca) and key trade associations (ABPI, ABHI and BIA) to launch the recent Workforce Assessment and to develop plans to address the issues identified.
- To retain and grow the membership of the Science Industry Partnership, the only skills group for the sector.
- To work with the new Chair of the SIP to review the vision and mission of SIP and ensure it aligns to member needs through undertaking 1-2-1 engagement.
- To engage with members directly to ensure that they are optimising the value of their membership and to identify and sponsor any future initiatives required.
- To engage with potential new members to grow the SIP.
- To work with colleagues in marketing, research and standard setting to ensure that the various forums and activities are in place to deliver value.
- To be the internal 'go to' expert on the skills issues within the sector.
- To oversee the delivery of a funded programme supporting SME's in the medicines manufacturing space.
- To deliver successful life sciences strategic engagement activities including the LSIP for Warrington and SIP Northeast.

We Care



We Speak Out



We Welcome



We are Enterprising



Key Performance Indicators

- A refreshed SIP proposition, championed by the SIP Chair, supported by the current members and aligned to Cogent Skills 3 year strategy
- Well delivered collaborative forums, with good attendance and strong outputs
- Positive relationships formed with key stakeholders
- Commercial targets on retention and new business achieved

Essential Knowledge Skills and Qualifications

- Understand the skills landscape, the role of technical education and educational routes into the industry.
- An understanding of the life sciences sector.
- Commercially orientated in terms of customer focus, responsiveness, understanding value propositions.
- Strong interpersonal skills with the ability to build strong employer relationships and convene working partnerships.
- Gravitas, the ability to command a room using your expertise and a collaborative approach.
- Strategic with the ability to deal with high levels of ambiguity and to bring clarity through impactful problem solving.
- Energy, drive, enthusiasm and dynamism.
- Previous experience of successfully operating at a senior level with good understanding of strategic partnerships.
- Collaborative in approach with colleagues and customers, setting clear goals and plans.

Cogent is an inclusive employer and we value the diversity our workforce brings. We welcome applications from all candidates and will consider all applications equally and fairly.

Cogent is committed to Safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment.

To apply please click on the link: <https://www.cogentskills.com/about/work-for-us/>

We Care



We Speak Out



We Welcome



We are Enterprising



Please complete the Candidate Information Sheet and send together with a letter of application and your CV to human.resources@cogentskills.com by 3rd March 2025 outlining your suitability for this post and how you would ensure success.

If you have additional needs that you would like us to consider during the application and interview process please contact Denise Bentley on 01925 515222 to discuss ways that we can support your application.

If you haven't heard back from us within 21 days of your application, it means that unfortunately your application has been unsuccessful on this occasion. Websites: www.cogentskills.com

We Care



We Speak Out



We Welcome



We are Enterprising

