

Further information for candidates



Islands Growth Deal

The Islands Growth Deal is a 10 year package of investment by the UK and Scottish Governments that seeks to drive economic growth and the creation of sustainable jobs across Shetland, Orkney and the Outer Hebrides.

The Deal aims to harness the islands' unique assets to create world class, innovative and globally focussed industries that will help address the islands' severe demographic challenges and strengthen the distinct and important contribution the islands make to the economic vitality and international reputation of Scotland and the United Kingdom.

More information available at: <https://www.islandsdeal.co.uk>

TalEntEd Islands

Part of the Islands Growth Deal, TalEntEd Islands is a £5.9m programme focussed on developing approaches in education, skills, entre and intrapreneurship and commercialisation across Orkney, Shetland and the Western Isles.

TalEntEd brings together three universities—the University of the Highlands and Islands (UHI), Heriot-Watt University (HWU), and Robert Gordon University (RGU)—to drive innovation and develop solutions tailored to the unique needs of the islands.

Collaboration for net zero: Supporting the islands' ambition to be among the first in the UK to achieve net zero and accelerate decarbonisation across Scotland's island communities.

Tackling demographic challenges: By creating new education pathways, employment opportunities, and enterprise support, TalEntEd helps retain and attract people to Orkney, Shetland, and the Outer Hebrides.

Driving sustainable innovation: Focusing on innovation across work-based learning, entrepreneurship, and commercialisation—to ensure holistic impact, build resilient island economies, and foster a just transition to net zero.

UHI is the lead partner for TalEntEd and is responsible for delivering one of the four 'work packages' within this programme, 'Innovative Islands Work-based Learning' (or 'TalEntEd WBL' in shorthand).

TalEntEd Work-based Learning

TalEntEd WBL is a £2m project that will be delivered over six years (April 2025 to March 2031) with the aim of developing and piloting innovative work-based learning delivery models across further and higher education. The overall outcome will be the development of 'island-tested' models of delivery for work based learning, with a focus on transitioning to net zero and green jobs, and that lead to more people choosing to come to and/or remain in our islands.

Three main strands of WBL development are within scope:

1. Increasing awareness and uptake of existing WBL solutions
2. Development of new WBL delivery models for existing curriculum
3. Development of new curriculum

Further information for candidates



Two main areas of net carbon zero contribution will be within scope:

- WBL to support technical developments in the net carbon zero/energy sector
- WBL to support individual and organisational level awareness raising and behaviour change related to the transition to net carbon zero, at both the domestic/personal and institutional levels of responsibility.

Project development areas

Increasing awareness and update of existing WBL

A short-life working group consisting of curriculum, stakeholder engagement and marketing colleagues from across the academic/education institutions delivering WBL in the islands will be formed to map and collectively market existing WBL provision that can support the islands in the transition to net-zero.

Hydrogen

Led by UHI Orkney, and building on existing and emerging expertise and provision in this area for both the maritime and aviation sectors, the development of (initially) technician level WBL provision across a wide variety of sectors to meet the expected significant increase in demand for skills related to the installation, commissioning, maintenance and repair of hydrogen installations and technologies.

Wind turbine and electrical for renewables

Led by UHI Shetland, the development of (initially) technician level training to support both existing and emerging skills needs in both on and off-shore wind turbine installation, maintenance and repair, with a particular focus on electrical/electronics aspects of turbine installation, and potential extension into other renewable applications (e.g. electrical applications within air source heat pumps, tidal turbines, batteries, photovoltaics). This will include exploration of potential adaptations/enhancements to existing provision and apprenticeships around engineering maintenance to ensure people are able to diversify and adapt to changing industry requirements.

Sustainable development

Led by UHI North, West and Hebrides, and building on significant existing UHI HE curriculum and expertise from across the UHI partnership, the development of HE level WBL sustainable development solutions suitable for a range of islands stakeholders ranging from large public sector organisations to micro businesses and community groups, incorporating and building on existing HE curriculum and expertise.

Allied Health Professions

Included as part of a second workstream starting in April 2026, and following further stakeholder engagement to clarify needs and shape programme design, the development, adaptation and piloting of WBL approaches within the Allied Health Professions (AHP), building on the existing expertise across further and higher education and within the health sector.

Further information for candidates



Pay and Benefits

Salary is dependent on experience.

This role is linked to NSUP32 on the UHI NWH payscale. The salary for this position is £42,365 per annum FTE.

This post is full time (1FTE) and will involve working 35 hours per week on a working pattern as agreed with your line manager.

Approved project funding for this post is to the end-March 2031 (approx 5 ½ years) with an initial fixed-term appointment of three-years. There is no guarantee of further employment after the expiry of this term.

The workplace pension scheme we provide to workers is the Local Government Pension Scheme (Highland Council) .

Full-time posts carry a total of 45 days leave per annum (pro rata for part-time posts). It is practice that, with the exception of a Christmas and New Year closure, leave may be taken at any time of year, subject to the requirements of the post and department and with the permission of your line manager.

Recruitment Process

When completing the application form please ensure that you clearly evidence how you meet the selection criteria identified on the relevant person specification.

The deadline for submitting your application is Friday 15th May at 13.00pm.

Shortlisting will take place on Friday 15th May.

Interviews will be held by Microsoft Teams week commencing 18th May.

If you have any queries regarding our recruitment and selection process, or if you would like to request any reasonable adjustments to either the recruitment process or the prospective job, please contact the [HR team](#) as soon as possible.