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KTU - Knowledge Transfer Unit

From Applied Research and Technology-Entrepreneurial Know-How Exchange to Development of
Interdisciplinary Curricula Modules

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1.4 KTU Staffing Summary

FH JOANNEUM

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Introducing remarks

Terms of Reference for the recruitment of the KTU staff and a 42-page guideline on staffing tailored to the needs and peculiarities of each KTU has been elaborated (1.4 Staff recruited). According to this, 31 persons in total staff (between 4-7 per KTU) have been assigned/recruited to the KTUs at the time of reporting. The minimum target number in total for all KTUs was 6. It should be highlighted that almost all hired staff at the beginning of the KTU project are still working in the KTU offices at the end of the project and have already built up professional experience in the field of Knowledge Transfer and created valuable human capital.

Overview (based on Monitoring Visit by FH J & WUS carried out in May & October 2016 and documentation collected) to

- number of staff members (full-time or part-time) working at the KTU
 - any special kind of education or training (besides the Study Visits and workshops of the project)
 - proportion of “young” and “older” staff and
 - proportion of men and woman (gender balance, also with regards to leading/management positions)
- 1) **P6-ISTU**: By the time of establishing the KTU in May 2014, 3 people have been assigned. A tragic incident in April 2014 (assassination of the head of the KTU) was overcome by recruiting an additional person. Staff was trained through KTU study visits and training sessions with Partner Universities from EU + further training of trainers (i.e. passing this knowledge and information to other KTU staff). All people still work in the KTU and there was one additional persons added (Yaroslav Yaroslavskiy). So, currently, there are 4 staff members at the KTU (part-time; 3 “young” / 1 “old”, 2 men / 2 women). The persons are listed in ISTU’s Business and Activity Plan (R2.2) with names, functions and duties.
 - 2) **P7-KhAI**: Director (head of unit) – 1 person (part-time: 30%), Project Manager - 1 person (part-time: 30%), Administrator - 1 person (part-time: 40%), Business manager - 1 person (part-time: 40%). English Language Courses were conducted for Administrator and Business manager during project implementation. Average age: 37 years. Staff members: 3 man and 1 women.
 - 3) **P8-UB**: 4 staff members (part-time) in 4 functions, 2 male, 2 female, average age 35.

Director	PhD	Male	35
Project Manager	PhD	Male	47
Researcher		Female	31
Marketing manager		Female	27

- 4) **P9-KhNU**: There are 6 staff members at the KTU (part-time; 4 women (including director) and two men) “young” / 2 “old”, 2 men / 3 women). Staff will be trained and certified by KhNU SolidWorks Center
 - Director, (female, 46), Full Professor



- Business manager, (male, 36) PhD
 - Marketing manager, (female, 36) PhD, Senior Researcher
 - Project manager, (female, 35) PhD
 - IPR manager, (female, 39) PhD
 - Software engineer, (male, 34), Engineer
- 5) **P10-KSMA**: 6 persons work at KTU part-time: head, marketing manager, business manager, project manager, transfer technology manager, software engineer. All members of KTU team have special education and university degree; there are 1 Dr., 2 PhDs., 3 team members have attended trainings at the EU universities. 1 member of KTU team is “young”, he has been hired on 1st of April 2016 (he is under 35). 5 other people are older. 3 members of KTU team are women, 3 - men. Head of KTU, marketing manager and software engineer are men. 3 managers are women.
- 6) **P11-DSTU**: There are 7 staff members at the KTU (part-time); 5 women and 2 men; 2 “young” and 5 “older” staff members. 3 team members have attended trainings at the EU universities. Functions: Director, 3 managers, technician, 2 administrators. All members of KTU team have special education; three of them had trainings in the EU universities in the course of the Study Visits in the KTU project.