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In Closing

Welcome

By Stuart McKay

Welcome to our final newsletter of the year - a year in which, through our collective efforts, we have maintained a 100% application success rate; securing £2.9 million in funding for our KTP community.

Inside, we highlight the impressive progress and achievements of our KTP portfolio partners, whose dedication continued to drive impactful innovation in 2025. We are sincerely grateful to everyone involved for their support and collaboration throughout the year.

Wishing you all a peaceful, relaxing, and restorative Christmas break. Enjoy the well-earned rest.

KTP Centre News

Happy Holidays from the KTP Centre!

As we wrap up another productive and energising year at the KTP Centre, we're delighted to share a brief end-of-year catch-up before you turn the page for the full overview of our portfolio, newly approved projects, live project updates, and recent bid activity.

It's been a season of both hellos and goodbyes, as we've welcomed new Associates into their roles - starting their projects with introductory LMC1 meetings - and wished a warm farewell to those completing their KTP journeys. Each has contributed enormously to their partnerships, and we're excited to spotlight their achievements throughout this edition.

October was a particularly busy month, with the team attending the KTP Awards and Conference, where UWS was proudly represented across several categories. A standout moment was Ray Holder winning the Future Leader Award - a fantastic recognition of his impact and innovation. We also hosted a well-received KTP Lunch & Learn, bringing together KTP Associates, academics, and company partners for shared insights, networking, and lively discussion.



Our community continues to excel on national stages, with Athanasios (Rouken Bio) presenting his project at the Scottish Parliament, and Anas (JGB) showcasing his work at a major conference - just two examples of the brilliant activity happening across our live projects.

We've also submitted entries to the Scottish Knowledge Exchange Awards, and enjoyed rounding off the year with our festive Christmas lunch.

We hope you enjoy this edition, filled with updates from across our growing portfolio and a look ahead at the exciting projects to come.

Wishing you a warm and happy festive season!

Portfolio Updates

Project Submissions

We're delighted to have submitted a new Knowledge Transfer Partnership (KTP) bid to the November round of Innovate UK Business Connect submissions.

Based in Stirling, Integrated Graphene Limited (iGii) is pioneering a new era of advanced materials, helping industries move beyond costly, unsustainable, and supply-constrained resources. Many sectors continue to rely on materials that have not kept pace with modern demands-including precious metals, rare earth elements, and traditional carbon materials - which are often expensive, volatile, and difficult to scale. iGii's graphene-based solutions aim to address these challenges, reducing risk and inefficiency while supporting future-proofed manufacturing.

This application is in partnership with Integrated Graphene Limited, alongside the School of Computing, Engineering and Physical Sciences at the University of the West of Scotland.

The proposed KTP project will focus on advancing supercapacitor and printed battery technologies to support the development of next-generation sensors. This work aligns closely with Innovate UK Business Connect's strategic priority themes and reflects our ongoing commitment to supporting innovation-led growth through collaborative partnerships between academia and industry.

Awarded Projects

We're also pleased to report that our previous KTP bids with HF Group and Track Civil Engineering Solutions (TCES), both delivered in partnership with the School of Computing, Engineering and Physical Sciences (CEPS), have been approved by Innovate UK.

HF Group is a UK-wide provider of integrated engineering and facilities services, delivering expertise across electrical, mechanical, fire and security, telecommunications, and automated controls. With a strong national presence and a long-standing family-led heritage, HF combines scale with quality-led delivery.

Track Civil Engineering Solutions (TCES) is a family-owned, multi-disciplinary civil engineering contractor based in Kilmarnock, operating across the UK. TCES is known for delivering smart, reliable solutions across multiple sectors, with a strong focus on safety, quality, and innovation.



Live Projects

Houston Kiltmakers

We're delighted to inform our KTP community that several additional projects have gone live since our last edition, with KTP Associates now in post and projects fully underway.

In our previous issue, we briefly introduced Benjamin Chen, who had just begun his role with Houston Kiltmakers. This Management KTP aims to digitally transform the fourth-generation family business, enhancing management capability while supporting both UK and international growth - all while preserving the tradition and artisanal nature of Houston's core offerings.

Lochlie Construction

The Lochlie Construction Group KTP is now live, with Habib Ullah Manzoor in post as the KTP Associate.

The project aims to enhance business productivity, release capacity, and accelerate growth through the application of artificial intelligence (AI) technologies.

Intellemetrics Global

Intellemetrics Global KTP is now live, with James Rogers in post as the KTP Associate.

The project aims to develop a new range of broadband optical monitors for high-precision optical coaters.

Aberdeen Laundry Services

The Aberdeen Laundry Service KTP is now live, with Elsa Effiong in post as the KTP Associate.

The project aims to maximise operational efficiency and achieve best-in-class environmental performance, supporting increased business productivity and accelerating sustainable growth.

Aldomak

Aldomak KTP is underway, with Kesava Venkatesan in post as the KTP Associate.

The project aims to streamline and automate existing manufacturing, business processes, and management systems, maximising productivity and providing a platform for accelerated growth.

EDC Scotland

EDC Scotland KTP is now live, with Manish Naicker, our newest KTP Associate, recently in post.

The project aims to develop, optimise, and launch the next generation of the smart Drive Analysis and Remote Telemetry (DART) platform, delivering industry-leading diagnostics and prognostics through advanced machine learning, cybersecurity, and embedded systems expertise.

Final Grades

Phoenix Instinct

We're delighted that our second KTP project with Phoenix Instinct has received an 'Outstanding' grade from Innovate UK - a fantastic achievement and well done to everyone involved.

The aim of the project was to embed Electronics, IoT, AI and Machine Learning expertise to support the development of the next generation of SMART wheelchairs.

We're also pleased to share that KTP Associate Moid has now taken up a full-time role with Phoenix Instinct, joining Jakub, our first KTP Associate from KTP. Congratulations to Dr Muhammad Zeeshan Shakir, Lead Academic from UWS, and Andrew Slorance, CEO of Phoenix Instinct, for their leadership and support throughout the project.

Adding to this success, Phoenix Instinct also recently won the Knowledge Exchange category at the CEED Awards for their KTP - a fantastic achievement and very well deserved. Congratulations to everyone involved.



Routes to Work

We're also delighted that the Routes to Work Management KTP has achieved an 'Outstanding' grade - congratulations to everyone involved in the project.

The project focused on upskilling and empowering management in strategy and strategic planning, econometric modelling, service innovation and organisational change, supporting organisational growth, geographical expansion and improved service delivery. The work has helped strengthen leadership capability and embed sustainable approaches that will support Routes to Work's long-term impact.

Well done to Dr Christine Reilly, Lead Academic from UWS, and Cat Leatherby and Kate Clark from Routes to Work for their leadership and commitment throughout the project.

The team were also nominated in two highly competitive categories at the recent KTP Awards, a fantastic recognition of the project's impact.



LMC1 Meetings

Our readers can enjoy some highlights from our recent LMC1 meetings. With so many live projects, the KTP Centre team has been busy attending LMCs, now that KTP Associates are in post.

Several meetings have taken place this side of the year, with the remaining scheduled for early 2026 - it's shaping up to be a busy start to the new year for Team KTP at UWS!

Projects recently holding their first LMC1 meetings include:

- Houston Kiltmakers
- Aberdeen Laundry Services
- Lochlie Construction
- Smartify (KTP #2)

Special mentions go to Carol, who travelled up to Aberdeen to attend the first LMC1 for Aberdeen Laundry Services, and Emma, who made the trip down to London for LMC1 of Smartify's second KTP project with us.



What attracted you to this KTP role and the company/academic team you're working with?

While I hadn't previously considered the laundry sector, I've always been passionate about sustainability and supporting net-zero goals. Learning more about the project, and about ALS becoming the first UK commercial laundry to achieve verified carbon neutrality, really stood out to me. I was also drawn to the project's multidisciplinary nature and the opportunity to work closely with academics from different disciplines.



What did you know about KTPs before joining, and how did your perception change after getting started?

Before joining, I had researched KTPs and saw them as a strong opportunity to gain experience across both industry and academia. Since joining, I've been pleasantly surprised by how much ownership I have of the project.

How has your KTP journey started off - any moments or experiences that stand out so far?

It's been a valuable learning experience so far, and being based in Aberdeen, it's been nice to connect with other KTP Associates. Learning from those further along in their KTPs, as well as sharing advice with those who had only recently started, has been helpful.

My KTP experience so far has been exciting, challenging, and a great opportunity to learn and grow.

What skills or experiences are you most looking forward to developing through your KTP?

I'm looking forward to building my technical skills in process improvement while working towards Chartered Engineer status, as well as developing my project and stakeholder management skills through managing the KTP project.

How are you settling into the project? Any early insights or surprises?

I'm settling into the project well and have really appreciated how supportive and helpful everyone has been. Taking ownership of the project has been both challenging and motivating.

I'm grateful for this career opportunity and for the trust that has been placed in me. I'm looking forward to making a tangible impact for all stakeholders and continuing to act as an ambassador for the KTP programme.



What attracted you to this KTP role and the company/academic team you're working with?

I was drawn to this KTP role because it provides the perfect opportunity to apply advanced AI research in a practical and impactful way.

Working with Lochlie Construction Company and the UWS academic team allows me to combine industry experience with academic innovation to drive digital transformation and sustainability in construction.

What did you know about KTPs before joining, and how did your perception change after getting started?

Before joining, I knew KTPs were partnerships that bridged academia and industry. However, after joining, I've realized how deeply collaborative and mutually beneficial the process is—focusing not only on innovation but also on developing people, systems, and long-term strategic value.

What skills or experiences are you most looking forward to developing through your KTP?

I'm looking forward to enhancing my project management and cross-disciplinary collaboration skills, as well as deepening my understanding of sustainable construction processes. I also aim to refine my ability to translate complex AI methodologies into practical, scalable business tools.

How are you settling into the project? Any early insights or surprises?

I'm settling in well. One pleasant surprise has been how adaptable the construction team is to digital solutions—there's a real enthusiasm for innovation. It's rewarding to see how quickly theoretical AI concepts can find real-world applications within the company's workflow.

If you had to sum up your KTP experience so far in one sentence, what would you say?

An inspiring start to a journey where research meets real-world impact—turning innovation into tangible progress for a forward-thinking construction company.



How have you found your early experience in the KTP so far, and is there anything that has particularly stood out to you?

My early experience in the KTP has been very positive. I have found the project to be well structured, with clear objectives and strong support from both the company and academic partners. What has stood out most is the collaborative environment and the openness of the team to new ideas, particularly around digital transformation and continuous improvement.

Can you tell us a little about your professional or academic background and what sparked your interest in this project area?

My professional background is in automation, robotics, and process optimisation, with experience spanning multiple industries and academic settings. I have worked on designing and implementing automated systems, improving operational efficiency, and supporting digital transformation initiatives.

My interest in this project area stems from seeing how digital tools and automation can significantly improve traditional manufacturing processes. Given my agricultural background and hands-on experience with food production, I am particularly motivated to apply modern engineering and digital solutions to the food sector, where there is great potential for innovation, efficiency, and sustainability.

What initially appealed to you about this KTP role and the opportunity to work across both industry and academia?

What initially attracted me to this KTP role was the unique opportunity to work at the interface of industry and academia while delivering real, measurable impact. This is a Process Improvement and Digital Transformation role, which strongly aligns with my previous experience. I have worked in similar roles as an Automation and Robotics Engineer across a range of sectors, including electrical, electronics, manufacturing, and academic environments.

What made this KTP particularly appealing was its focus on the food industry, which is an area I am personally passionate about. This role allows me to combine my professional expertise with my personal background and interests.

Manish Dinesh Naicker



What interested you most about this KTP opportunity and the chance to work with your company and academic partners?

What attracted me most to this KTP was the opportunity to work at the intersection of physics-guided machine learning and real-world industrial systems. The project's focus on predictive analytics and fault detection for large industrial machinery strongly aligns with my academic interests and prior experience in telemetry, time-series analysis, and applied ML. The chance to collaborate closely with EDC Scotland while being guided by academic supervisors at UWS makes this a unique environment to deliver research that has tangible commercial and operational impact.



Could you share a bit about your journey so far (academically or professionally) and what led you into this area of work?

My journey combines engineering, data science, and applied machine learning. Professionally, I've worked on industrial and building systems involving telemetry, condition monitoring, and optimisation, while academically I'm completing an MSc in Data Science and AI for Sustainability at Cranfield University. My interest in this area grew from observing how data-driven models can significantly reduce energy consumption, enhance reliability, and facilitate better decision-making in complex systems. This naturally led me toward research-focused roles that bridge theory and industrial application, such as this KTP.

How has the start of your KTP role felt, and have there been any early highlights or memorable moments?

The start of my KTP role has been both energising and rewarding, with a strong sense of support from both the company and academic teams. An early highlight was attending the KTP Lunch & Learn event, which provided a valuable opportunity to connect with other KTP Associates, company partners, and academic colleagues. Hearing about the wide range of projects underway and seeing how associates are encouraged to take ownership and step into leadership roles was particularly motivating. The event reinforced the collaborative nature of the KTP programme and helped me feel part of a wider, engaged community, setting a positive tone for the project as it develops.

Scottish KE Awards

Award Submissions

We're excited to share that four of our projects and individuals have been submitted for this year's Scottish Knowledge Exchange Awards, celebrating exceptional collaborations between business, public, and third-sector organisations and academia.

Our submissions this year include:

- Ray Holder - Innovator of the Future
- Routes to Work - Making a Social Difference
- Muhammad Zeeshan Shakir - Knowledge Exchange Champion
- Raven Controls - Trailblazing AI Collaboration

Now in its 11th year, the Scottish KE Awards recognise initiatives that deliver economic, environmental, and social impact across Scotland. Winning an award not only celebrates achievement but also highlights the value of collaboration and innovation across business, academia, and their partners.

Key dates:

- Shortlist announcement: 11 February 2026
- Awards ceremony: 19 March 2026 at the MacRobert Arts Centre, University of Stirling

We look forward to seeing the shortlist and celebrating the fantastic impact of our KTP community!



**The Scottish
Knowledge Exchange
Awards 2026**

Brought to you by Interface

KTP Awards & Conference

28 - 30 October 2025

At the end of October, the team attended the KTP Awards and Conference in Manchester, bringing together the wider KTP community from across the UK. The event was a fantastic opportunity to reconnect with familiar faces, meet new partners and engage in insightful discussions around innovation and knowledge exchange.

We were delighted to celebrate a major success, with Ray Holder taking home the Future Leader Award; a fantastic achievement and a real testament to his hard work and impact through KTP. We'd also like to thank and congratulate Routes to Work, who were nominated in two highly competitive categories, highlighting the strength and quality of their partnership.

The conference and awards ceremony provided a great opportunity to celebrate success and share experiences. It was also great to see several of our KTP Associates in attendance, including Diego with Sportex and Mustafa from Wellfish, reinforcing the strong sense of community and collaboration that sits at the heart of KTP.



KTP Peer Lunch & Learn Event

28 November 2025

We recently hosted our first KTP Lunch & Learn event, bringing together KTP Associates, academics and professional services colleagues for an informal and engaging knowledge-sharing session.

The event provided an opportunity to learn more about current KTP projects across the portfolio, share experiences from live partnerships and discuss the practical challenges and successes of working on a KTP. Attendees heard from colleagues at different stages of their KTP journey, sparking valuable conversations and peer-to-peer learning.

Alongside the presentations, the KTP Lunch & Learn created a relaxed space for networking and connection, helping to strengthen relationships across the KTP community at UWS. This session helped to support our new KTP Associates, encouraging collaboration and showcasing the breadth of innovation taking place through KTP.

We look forward to hosting more Lunch & Learn events in the new year as we continue to share insights, celebrate progress and support our growing KTP network.



BI Christmas Lunch

11 December 2025

The festive spirit was in full swing as colleagues from the Business Innovation, KTP, CPD, Workplace Learning and Digital Dairy Chain teams came together for a Christmas lunch at Amarone in Glasgow.

The lunch provided a welcome opportunity to step away from day-to-day activity, enjoy excellent food and conversation, and celebrate the collaborative work and achievements across teams throughout the year. It was a relaxed and enjoyable occasion that reflected the strong sense of community and partnership within the University.

We wish colleagues and partners a very Merry Christmas and all the best for the festive season. What a lovely CPD Christmas tree too!



Pathways to Success

Anas Nazrie

KTP Associate Anas has been keeping busy, recently presenting his research findings on the use of COR-TEN steel to the Civil Engineering Industry Advisory Board. The hybrid session brought together UWS staff, a PhD student and a range of industrial partners, providing an excellent platform to share knowledge and promote the value of KTP collaboration across industry.

Anas's presentation focused on his ongoing research into the performance of COR-TEN steel within the UK environment. By generating robust, evidence-based data, his work compares how COR-TEN behaves under UK climatic conditions against existing data from other countries. This is a crucial consideration, as geography and environmental exposure play a significant role in determining whether COR-TEN steel is suitable for use in building structures.

The session sparked valuable discussion and highlighted how KTP projects can deliver practical, industry-relevant research that supports informed decision-making and innovation within the civil engineering sector.



Civil Engineering Industry Advisory Board Meeting – 5th of December 2025

Presentation of the group's research expertise and facilities



Athanasios Koulis

In November, Dr Athanasios Koulis, our KTP Associate with RoukenBio, presented at the Scottish Parliament's Cross Party Group on Life Sciences, alongside Dr Gary Litherland, Lead Academic on the project.

Athanasios shared an update on the KTP, which focuses on developing translational assays to assess therapeutic molecules, supporting safer and more effective treatments for immune-related diseases. The project also strengthens collaboration between academic research and Scotland's life sciences industry, while contributing to UN SDGs 3 and 9.



In Closing

Issue 20 - December 2025

As we wrap up this edition of Ternio, we'd like to take a moment to reflect on a successful year and to wish you a very Merry Christmas and a Happy New Year from everyone at the KTP Centre.

This past year has been a busy and rewarding one for our KTP community. In 2025, we were delighted to welcome 10 new KTP Associates, further strengthening our growing portfolio and supporting an increasingly active and diverse pipeline of projects. Throughout this edition, we've highlighted just some of the innovation, collaboration and impact being delivered across our partnerships.



We were also proud to attend the KTP Awards in Manchester, celebrating achievements across the wider KTP network, and to host our KTP50 event in May, an important milestone that brought together colleagues, partners and Associates to reflect on the success and evolution of the programme.

None of this would be possible without the continued support and collaboration of our academic colleagues, business partners, Associates and funders. Thank you for your ongoing engagement and contributions throughout the year.

As we wind down for the festive period, we're already looking ahead to an exciting year ahead and look forward to sharing further updates, new projects and continued success in the New Year.

Wishing you a relaxing break and all the very best for 2026.

Warmest wishes,
The KTP Centre Team

**Interested in KTP?
Contact us below**



ktp@uws.ac.uk

Upcoming Bid Deadlines

4 February 2026

1 April 2026

24 June 2026

16 September 2026

18 November 2026

3 February 2027