

Head of IP and Commercialisation – Research and Knowledge Exchange Service – Grade I

Job Description

Purpose

Leading a small team of staff, this role will have institution-wide responsibility for developing, leading and managing innovative vehicles and routes to engagement, and commercialisation of research and enterprise activity. You will develop approaches, in consultation with our Entrepreneurs in Residence and Professors in Practice, that will lead to further commercial growth of the University's research and enterprise activity.

The role is responsible for the deployment and ongoing delivery of a coherent, structured programme of IP identification, protection, commercialisation and exploitation developing from staff and students.

This role will achieve a significant increase in commercial income and impact from the university intellectual property assets. Where initiatives require it, there will be an opportunity and expectation to directly contribute to projects and opportunities involving innovation and IP development.

Duties

1. Provide specialist support to the Director of Research and Knowledge Exchange Service (DoRKES) on the development and implementation of an IP and Commercialisation strategy, to include plans, budgets and deliverables.
2. Design, direct, implement and support the delivery of an IP and Commercialisation service across the University, ensuring that appropriate and effective strategies, processes and policies are in place and that they cascade effectively through Service and School structures.
3. Lead activity on developing an IP and commercially aware culture that maximises revenue from the results of enterprise, research and scholarly activities via appropriate commercial channels including licencing and spin-out opportunities.
4. Proactively support academic colleagues in developing business plans to present IP opportunities and if viable support the sourcing of external funding for testing, proof of concept and beyond.
5. Working with appropriate Service colleagues within the University, manage and advise on the development and deployment of an internal co investment fund (when available) to maximise the commercial returns from IP developed by University staff and students.

6. To contribute to the identification, development and delivery of opportunities for collaborative projects with external organisations and funders, which include external investors which can lead to IP exploitation.
7. Develop and lead a high-quality delivery team, providing support for ongoing capacity building, performance monitoring and quality delivery standards and procedures, supporting access to relevant additional training and skills development as required.
8. Support the DoRKES and the PVC (Research and Enterprise) on the strategic development of licencing of IP via appropriate vehicles that maximise commercial returns to the University.
9. Support the DoRKES and the PVC (Research and Enterprise) on the strategic and commercial development of new university spin-out companies that maximise commercial returns to the University.
10. Lead interventions and schemes that identify, nurture and support opportunities for IP and commercialisation that delivers an increasingly vibrant IP and commercialisation environment, in line with the University's research and innovation strategies.
11. Develop and maintain an appropriate organisational process for IP capture, protection and commercialisation based on best practice principles.
12. Build effective relationships with key stakeholders with Schools to ensure that the University strategies for innovation and research are supported by local strategies and action plans.
13. Be an active member of the Research and Enterprise Service Leadership team.
14. Undertake such other duties as determined from time to time by the Director of Research and Knowledge Exchange Service or PVC Research and Enterprise.
15. With regards to the nature of your role and its impact upon our students, make an active contribution to and support the improvement of the student experience.
16. Undertake other relevant duties and responsibilities appropriate to the grade of the post.
17. Support the University's commitment to equality, diversity, and inclusion by fostering an inclusive culture through the recruitment, development, and retention of talent. (line management only)

Person Specification

Knowledge, Skills, and Behaviours (Essential)

- Significant experience of commercial proposal casework for support for internal or external investment (Application/Interview).
- A postgraduate qualification or equivalent professional qualifications and experience in a relevant discipline (Application).
- Direct experience and a thorough understanding of IP protection, licensing, and commercialisation issues with significant commercial experience (Application/Interview).
- Ability to implement IP strategy and culture change and to lead by example and inspire others in developing new corporate initiatives (Application/Interview).
- Ability to evaluate opportunities and associated risk and mitigate and manage risk when required (Application/Interview).
- Excellent and proven interpersonal skills in leadership, coaching, communication, negotiation, presentation, influencing and delegation (Application/Interview).
- Excellent networking skills and the ability to apply such networks to the benefit of the University and its students (Application/Interview).
- Excellent and proven budgetary project management and IT skills (Application/Interview).
- Ability to delegate effectively and to prioritise work, with a flexible approach to work to meet deadlines (Application/Interview).
- An understanding of and demonstrable commitment to the University's Values of Achieving Together, Being Proud, Creating Opportunity and Supporting All, as a framework for decisions, actions and behaviours (Application/Interview).

Knowledge, Skills, and Behaviours (Desirable)

- Significant commercial experience in HE environment (Application/Interview).
- Background in seed and early-stage equity fund management, with direct experience of funding businesses at their early stages of development (Application/Interview).
- Membership of relevant professional body (Application).
- Led and managed a team of both internal staff and external stakeholders (Application/Interview).