

# Senior Industry Engagement & Commercialisation Manager

Directorate	Innovation and Industry Engagement ( <a href="https://www.strath.ac.uk/workwithus/glasgowcityinnovationdistrict/">https://www.strath.ac.uk/workwithus/glasgowcityinnovationdistrict/</a> ) Innovation and Industry Engagement ( <a href="https://www.strath.ac.uk/workwithus/glasgowcityinnovationdistrict/">https://www.strath.ac.uk/workwithus/glasgowcityinnovationdistrict/</a> )		
Staff Category	Administrative and Professional	Reference No	497242
Reports To	Head of IE & Commercialisation	Grade:	9
Salary Range:	£54949 - £61823	Contract Type:	Open Contract
FTE	1	Closing Date	30/12/2022

## Job Advert

The University of Strathclyde is a leading international technological university, focused on delivering excellent teaching and world-class research, and known for forging strong collaborative links with industry, government, business and the third sector.

We have achieved significant success through the realisation of our distinctive ‘triple helix approach’ – the coming together of academia, business and industry, and the government and public sector, in common cause – and a determination to make a significant difference for our students, the economy and wider society. At Strathclyde, we are committed to redefining universities’ industrial collaboration to support sustainable economic growth, and to deliver wider societal benefit by fully exploiting the impact of our research and knowledge. The existence of a supportive innovation ecosystem is crucial in guiding and developing technologies on the journey from new research to commercial application. At Strathclyde, this is provided by the expertise within our Departments, Schools and Faculties, and crucially through our industry facing Centres which work collaboratively with industrial partners.

Innovation and Industry Engagement Directorate sits within the Office of the Chief Commercial Officer. The Directorate is responsible for delivering Strathclyde’s intensive programmes of innovation, enterprise support, investment and industrial collaboration. The Industry Engagement and Commercialisation team is responsible for delivering a step change in Strathclyde’s already intensive programme of industrial collaboration with global partners as well as raising the external profile of the IP & Commercialisation activities at the University through engaging with local, UK-wide and global networks. The successful applicant will have direct responsibility for Industry Engagement & Commercialisation Managers focused on managing key industrial relationships with companies of all sizes, including CEO-level account management and for the commercialisation pipeline, as well as other identified strategic partnerships across the University. This will also include focus on the development of six industrial clusters we have prioritised for growth as part of our plans to develop the next phase of the Technology and Innovation Zone: Quantum Technologies, FinTech, HealthTech, Industrial Informatics, 5G Communications and Space Technologies. The post will also be responsible for liaising with the wider IE & Commercialisation team to manage the intellectual property developed from these industrial relationships and identify relevant University owned IP which may be of interest to industrial partners.

The University aims to both cultivate new, and deepen existing relationships in a way that provides the maximum value to both the University and our industrial partners. The team will identify and implement systems, practices and skillsets to ensure that existing industry partners have awareness of and access to the full benefits that the University can provide across its faculties and departments, support departments and industry centres to cultivate new relationships for mutual benefit and monitor the impact of these relationships on the University, industry partners and the economy.

## Job Description

### Main Activities/Responsibilities:

1.	Deputising for the Head of Industry Engagement & Commercialisation
2.	Working closely with University departments, faculties, industry centres and clusters, develop and implement the industry engagement strategy to grow high-value company relationships across all sizes of companies
2.	For the industry clusters, centres and industry partnerships, identify, develop and implement a clear vision and plan for the management, protection and commercialisation of the intellectual property outputs arising.
3.	Lead the external promotion of all University licensing opportunities, using their external networks and those of IIE and other University colleagues to engage at a senior level with companies to identify potential licensees for opportunities; negotiate terms and convert these into commercial royalty-bearing licences and/or funded strategic partnerships.
4.	Provide leadership and manage change, setting and monitoring performance standards, developing the staff and coordinating with other areas of the service.
5.	Identify KE activities and services within the University and develop a framework to increase the breadth and depth of industry engagement
6.	Lead the team in raising the external profile of the IE & Commercialisation team in the Scottish, UK and beyond Technology Transfer and entrepreneurial landscape and grow the international reputation and standing of the University as a centre of excellence in licensing and spin-out creation.
7.	Assist the Head of Industry Engagement & Commercialisation and colleagues to develop strategic initiatives to further the wider knowledge exchange aims of the University of Strathclyde.
8.	Recommend, develop and implement policies in line with strategy and performance frameworks and contribute to the Vision 2030 strategy
9.	Produce and present reports or business cases to senior committees which will deliver service developments of university wide significance and project manage implementation of proposed policy/operational initiatives associated with such submissions.
10.	Contribute to annual budgetary and resource planning processes
11.	Keep abreast of, and contribute to, developments in the external business environment through participation in external professional groups and liaison with internal customer groups such as students, researchers and institutional committees, using the knowledge to develop new services or work practices.
12.	Other duties as specified by the Head of Industry Engagement & Commercialisation

## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good Honours degree (minimum class 2:1) in a relevant science or engineering discipline

D1 PhD in a relevant science or engineering subject

D2 Professional qualification in relevant disciplines

E2 Evidence of continual professional development

### Experience

E3 Significant experience of technology development / implementation within either an industrial, commercial and/or academic / public sector research environment.

E4 Significant expertise in leading, developing and motivating teams and ensuring key targets are met within resource constraints.

E5 Capability and capacity to lead continuous organisational development. Experience of working with senior management and high-level external stakeholders.

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E6 Extensive experience of leading successful commercial transactions and negotiations, including leading spin-out formation and high-value licensing. Track record of achievement at a senior professional level with proven ability to influence and shape strategic and operational delivery.

E7 Experience working at a senior level with line management responsibilities in a private sector environment, for example an industry company, start-up company, investment company etc. Experience in working with industry from SME's to large corporates.

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### **Job Related Skills and Achievements**

E8 Skills to develop productive relationships with industry, academics and key external bodies. Track record of working collaboratively and skills to develop productive relationships with industry, academics and key external bodies.

E9 Highly developed skills in planning at a strategic level and long-term visioning.

E10 Skill to work collaboratively, fostering relationships and influencing a broad range of internal and external partners

D3 Skills in financial planning and controlling budgets and resources. Financial literacy

D4 Ability to engage with projects emanating from a broad range of disciplines including sciences, engineering and humanities and deliver presentations to a wide range of audiences.

D5 Effective communication skills, with the ability to listen, engage and persuade and to present complex information in an accessible way to a range of audiences, including in writing.

D6 Extensive knowledge of Intellectual Property Rights, such as patents, and their protection/use

D7 Track record of leading commercial decisions/ making commercial recommendations and evidence of success in doing so.

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### **Personal Attributes**

D8 Is a self-starter and has personal credibility and gravitas

D9 Excellent negotiation and influencing skills

D10 Excellent communication and interpersonal skills

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### **Other Relevant Factors**

D11 Experience of knowledge exchange within Higher Education

D12 Good understanding of software tools such as CRM, databases, financial planning tools and others

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## **Application Procedure**

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

## **Other Information**

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforum>).

Informal enquiries about the post can be directed to Dr Catherine Breslin, Head of Industry Engagement & Commercialisation. Email: [catherine.breslin@strath.ac.uk](mailto:catherine.breslin@strath.ac.uk)

### **Conditions of Employment**

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

### **Rewards and Benefits**

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

### **PVG Check**

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until

membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

### Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

### Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

### Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

### Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

### Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

### Interviews

Formal interviews for this post will be held on 18/01/2023.

### Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

### University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

