Role Description Form

Job Title: Technology Commercialisation Manager

Job Holder(s):

Sub Department:

Department: Warwick Ventures Ltd

Responsible to (title and name):
Kevin Marks, Chief Operations Officer, Warwick Ventures Ltd.

Responsible for (title and numbers):
N/A

Job Purpose: To identify, promote, develop and exploit innovations and expertise arising from research at the University of Warwick.

Principal Accountabilities

This section contains the same information as the ‘Duties and Responsibilities’ of the Job Description

- To assess the ideas and research results of academics and other staff, and judge which technological innovations have commercial potential and are in the interest of the University to pursue considering the pros, cons, risk and impact.

- To analyse the possible markets for identified innovations in order to determine the best routes to achieve impact. This will normally be by licensing the technology to a third-party or by setting up a new University spin-out company.

- To develop, protect and manage the intellectual property arising from the research of the University.

- To regularly liaise with Heads of Department, research groups and individual academics
  - to build trust and rapport based on a market understanding of their subject
  - to facilitate an entrepreneurial culture
  - to assist in the impact plans of research grant applications
  - to support strategic relationships with Industry
  - to identify work with future commercial potential
  - to recommend specific approaches to commercialisation of innovations both at a departmental and project level.

- To support University spin-out companies in order to maximize the return to the University. As and when required this may include:
  - Developing business plans and raising equity funding;
  - Guiding the founders in all and any aspects of company management;
  - Signposting and assisting the procurement of grants;
  - Acting as an observer or director at company board meetings.

- To support the executive directors of Warwick Ventures Ltd in running and improving its business and thus maximising its value to the University.
To promote and represent the University's commercial exploitation function through activities such as attending meetings and conferences, undertaking project work or giving advice, lectures and training, both in support of other University groups and to external bodies.

### Knowledge, Skills and Experience

#### Qualifications
- Honours science degree, and preferably a PhD / post graduate qualification.
- In addition, MBA or business qualification (preferred).

#### Professional Qualifications
- Preferably a membership of a relevant institution. For example, the Institute of Engineering & Technology.

#### Previous Experience
- Extensive business experience, preferably at a senior management level for five years or more.
- Experience of technology transfer tasks, particularly intellectual property management, licensing, small business management, venture fund raising and marketing.

#### Knowledge and Skills
- Broad and continually updated technical knowledge of science or engineering discipline of sufficient depth such that can converse intelligently with senior Professors and other academics about the specifics of their research.
- Experienced manager of people, budgets, technical projects, strategy development and commercial/business processes.
- Extensive business planning expertise, including the development of revenue generation strategies and product development.
- Excellent organisational and time management skills.
- Commercial acumen, strategic thinking abilities, analytical and problem solving skills.
- Self motivated with a drive and desire to achieve and to generate new opportunities.
- Good inter-personal skills with extensive presentation, negotiation and written and oral communication skills.
- Ability to work under pressure meeting deadlines and managing a wide portfolio of projects simultaneously.
- Broad appreciation of IP protection and management, contract and company law. In depth understanding with respect to licensing and spin-off companies.

#### Other Information
- Must be a self managing and an original thinker with the ability to learn/research and enthuse about specific areas of academic interest.
- Must be able to define and maintain confidentiality of technical developments and commercial information.

#### Dimensions

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<tr>
<th>Financial</th>
<th>Operational</th>
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<td>Lead negotiator for equity investments and licensing contracts.</td>
<td>Manage a portfolio of typically 20 projects in development with responsibility for aspects of operations of 6 key projects at any one time: strategy, planning, legal and contractual requirements, marketing and</td>
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<td>recruitment of personnel.</td>
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