Professional Services

Job description

Post Title:	Research Commercialisation Manager
Grade:	Hb
Faculty/Service:	Research and External Engagement (REE)
Accountable to:	Head of Impact and Innovation
Accountable for:	There may be line management responsibilities
Post no:	R09802

Job purpose

This role will lead UWE Bristol's research commercialisation activity, creating pathways for the University's research outputs, knowledge exchange activities and intellectual property assets to achieve impact through commercial application. The postholder will identify, assess and develop commercially viable opportunities arising from research and innovation activity, working closely with staff, external partners, investors and professional services.

The role will be responsible for developing and managing UWE Bristol's research commercialisation portfolio, including intellectual property protection, licensing activity and spin-out opportunities. The postholder will bring or be able to develop an external network that supports this activity. They will also help to establish and improve processes that support transparent and efficient translation of research into products, services and ventures that deliver economic and societal benefit.

Success in this role will be measured through growth in commercial income, licensing activity, IP generation, spin-out and venture development opportunities, external commercial partnership development and demonstrable research impact achieved through commercial routes.

This role requires a strategic mindset, collaborative leadership, commercial acumen, negotiation expertise and relationship-building capability. It requires a strong understanding of research commercialisation within a higher education environment as well as a proven ability to seek out, identify and deliver commercial opportunities.

The role will sit alongside and complement UWE Bristol's wider approach to research impact, recognising that commercialisation is one of several routes through which research creates value and benefit beyond academia. Working closely with colleagues responsible for impact development, the postholder will help ensure that opportunities are directed through the most appropriate pathways to maximise reach and benefit. Given the interconnected nature of commercialisation and research impact, there may be scope depending on the experience and expertise of the successful candidate, for the role to provide leadership across broader impact-related activities.

Duties and responsibilities

1. To provide strategic leadership for the research commercialisation portfolio within Research and External Engagement (REE).
2. To design, implement and evaluate approaches to grow the university's commercialisation income.
3. To establish and manage effective processes for the identification, assessment, protection and commercial exploitation of research-derived intellectual property and commercial opportunities, maintaining a strong pipeline of activity.
4. To manage and expand UWE Bristol's IP portfolio, protecting intellectual property and fostering opportunities for commercial licensing and deal-making, working with UWE Bristol patent attorneys in filing patents and providing a contact point for all patent enquiries and requests.
5. To lead negotiations relating to intellectual property, licensing, option agreement and other transactions related to the commercialisation of our research outputs and knowledge exchange activities, securing favourable outcomes while managing risks and protecting institutional interests.
6. To develop and maintain an extensive network of industrial partners, investors, technology transfer professionals, innovation intermediaries and sector specialists to maximise commercialisation opportunities and routes to market.
7. To proactively identify commercial opportunities arising from research and knowledge exchange activities across UWE Bristol and, in collaboration with the UWE Enterprise Engine, support academic colleagues in evaluating commercial potential, market need, routes to market and investment readiness.
8. To work closely with colleagues responsible for impact development to ensure opportunities are directed through the most appropriate mechanisms to maximise research impact and external reach.
9. To work closely with the Enterprise Engine and other enterprise and innovation product support functions to ensure clear referral pathways for opportunities such as consultancy and venture creation, avoiding duplication of service provision.
10. To work closely with senior research and innovation leaders across UWE Bristol's Schools and Colleges and coordinate with REE and other professional services (e.g., Enterprise, Research Excellence, Contracts, Legal) to deliver a seamless and agile approach to commercialisation that is aligned to the University's strategic ambitions.
11. To contribute to the development and coordination of UWE Bristol's wider research impact support activity and as appropriate, to provide leadership and management of impact staff and functions.
12. To develop, track, and report on key performance indicators.
13. To comply with the University's equal opportunities policy, and use this role to promote equal opportunity wherever possible.
14. To be responsible for your own health and safety and that of your colleagues, in accordance with the University's health and safety policy.

Person specification

Qualifications/Professional membership

Essential

1. Undergraduate degree or equivalent in an appropriate subject related to the research and innovation interests of the University.
2. Evidence of Continuing Professional Development (CPD).

Desirable

1. Postgraduate or professional qualification in a subject related to the interests of the University.

Knowledge/Skills/Experience

Essential

1. Experience of research commercialisation, technology transfer, innovation management or business development, including responsibility for intellectual property exploitation and commercial deal-making.
2. Demonstrable experience of negotiating and completing commercial agreements, including licensing agreements, IP agreements, option agreements and/or spin-out arrangements.
3. Proven track record of generating commercial income from intellectual property, research-based innovation or knowledge assets.
4. Strong knowledge of research translation processes and the ability to transform academic research into commercial ventures or innovations that create societal impact.
5. Established network or demonstrable ability to rapidly build networks, across industry, investment, innovation and technology transfer communities that can be leveraged to support commercialisation opportunities.
6. Strong understanding of commercialisation as a mechanism for achieving research impact, including economic, societal and environmental benefits.
7. Experience of assessing commercial potential, market opportunity, customer need and routes to market for emerging technologies, products and services.
8. Proven experience working collaboratively with multiple internal stakeholders e.g. senior academic leaders, enterprise teams, and legal, contracts, or research centres.
9. Strong financial management skills, with experience tracking and reporting on income from commercialisation projects, partnerships, and innovation-related funding.
10. Familiarity with metrics related to impact and commercialisation, and KPIs, including REF and KEF measures.
11. Excellent communication and presentation skills, capable of conveying complex concepts to diverse audiences.
12. Successful track-record of initiating, preparing and delivering large, multi-disciplinary funded research and business income activity.
13. Able to work as part of a team, autonomously and provide leadership.
14. Excellent IT skills with experience of email, MS Office including Word, PowerPoint, Excel to expert level.

Key Competencies (these are essential requirements for all roles at this grade level)

Essential

1. Leadership and motivation

   Able to motivate staff to achieve the vision, values and objectives of the University including promoting equality and diversity. Actively manages performance to maximise contribution and achieve appropriate and timely resolution of performance issues.

2. Planning and organising to achieve results

   Can demonstrate the effective management and achievement of team/department objectives which support University objectives. Achieves staff commitment to these plans.

3. Commercial awareness
   Is able to lead staff to consider the commercial and financial impact of their work. Is able to foster and encourage the establishment of external partnerships. Implements effective budget management to achieve high level quality of service and cost effectiveness.
4. Delivering excellent service
   Is able to ensure that managers and staff understand their priorities and responsibilities in relation to providing an excellent standard of customer service and monitors achievement of this.
5. Continuous improvement, innovation and change
   Is able to develop commitment to a culture of continuous improvement and change. Implements new processes and systems in a timely, efficient and effective manner.
6. Communicating and influencing
   Has highly effective communication skills. Gains trust, influence and establishes personal credibility at all levels. Is an effective networker within and outside of the University to enhance personal and UWE's reputation.
7. The ability to develop yourself and others
   Proactively supports individual and team development. Provides constructive feedback to enhance performance. Acts as a mentor or coach. Seeks feedback from team members and others to identify personal development needs.
8. Teamwork and collaboration
   Works collaboratively with other teams to foster relationships and the development and achievement of shared priorities. Demonstrates integrity, fairness and consistency when managing team members.

Special conditions

The post holder may, on occasions, be required to work outside of normal working hours (e.g. evenings and weekends) to meet the demands of the post as required and agreed with their line manager.

Health and Safety/Risks

This post has been identified with the following risks: (activities, hazards or exposures)

Risk 1	**Risk 2**	**Risk 3**	**Risk 4**	**Risk 5**
DSE / VDU User	Choose an item.	Choose an item.	Choose an item.	Choose an item.