Australian National University

Position Description

College/Division:	Research and Innovation Portfolio
Department/Unit:	Research Partnerships and Translation
Position Title:	Commercial Development Manager
Classification:	Senior Manager 1 (Specialist)
Position No:	36116
Responsible to:	Director, IP and Commercialisation
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	D6

PURPOSE STATEMENT:

The Research and Innovation Portfolio provides leadership and oversight of the University's research strategies to deliver high quality research outcomes and impact, including through commercialisation, and industry and business engagement. The Office of Research, Partnerships and Translation is responsible for partnering with ANU researchers, professional staff and external stakeholders to help create impact and drive growth through commercial and end-user engagement. The Commercial Development Manager will support the delivery of University funding diversification and industry engagement goals through activities aligned to the Office's key accountability areas of IP & Commercialisation; and Major Research Partnerships & Initiatives.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The Commercial Development Manager will report to the Director, IP & Commercialisation within the Office of Research Partnerships and Translation with responsiveness to the team more broadly, including the Chief, Research Partnerships and Translation and other Office Leads as relevant. The position holder will need to maintain close working relationships with ANU researchers from a diverse discipline base, other business development staff across the University, University research management, contracts and legal staff and a wide range of external customers including companies, government, patent attorneys and other universities. The Commercial Development Manager will play a leading role as an intermediary between research and external partners to assist in the formation of effective collaborations.

Role Statement:

Under the broad direction of the Director IP & Commercialisation, the Commercial Development Manager will establish, manage and deliver a pipeline of research business development opportunities within the University, as they relate to the responsibilities of the Office and the role:

- Identify and create new research business development opportunities that use, expand and develop research capabilities and/or technology commercialisation for the University
- Evaluate research capability and invention disclosures for commercial, funding or broader partnership potential, and lead the planning and implementation of partnership and commercialisation strategies, including potential for patenting, licensing or company spin-off
- Lead external partner engagement to actively market research and translation opportunities in domestic and international forums, play a leadership role in developing potential strategic business/industry partners and/or licensing or investment partners
- Identify research funding sources and manage development of funding, partnership or investment proposals through to deal closure including all relevant contracts and documentation for sponsored research, technology transfer, licensing, IP assignments, shareholder agreements and/or company formation, data entry and record management
- Manage stakeholder expectations associated with each transaction or partner relationship to achieve desired outcomes while recognising and evaluating risk to the University
- Establish and maintain a strong network with national and international industry, government and funding organisations in sectors related to role

- Develop close working relationships across ANU and implement effective engagement strategies to raise awareness and support the development of commercialisation, and major research initiatives and partnership considerations across the University community, lead and mentor staff as it relates to these responsibilities
- Undertake other duties as required from time to time consistent with the classification level of the position.
- Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity

Please note that this role will require the occupant to travel domestically and internationally.

SELECTION CRITERIA:

1. Progress towards postgraduate qualifications AND/OR extensive experience in research management, commercialisation, business development planning and implementation, specifically as it relates to university research and its translation to a business context.
2. Demonstrated high level of written and oral communication skills, including the ability to present, persuade and influence diverse audiences and prepare executive reports and briefs.
3. High level of interpersonal, liaison and negotiating skills, and proven ability to develop and maintain relationships with internal and external stakeholders that enable collaborative partnerships both within and external to the university.
4. Demonstrated high level organisational, analytical, problem-solving and decision-making skills, ability to strategically prioritise work to meet competing demands and experience providing strategic advice to support senior management.
5. Experience maintaining management information systems, and in retrieving and analysing data from multiple sources for the purpose of planning for and assessing the impact of initiatives.
6. Proven experience in working in large organisations, particularly in the development, implementation and management of innovative business solutions to achieve organisational objectives.
7. A demonstrated high-level of understanding of equal opportunity principles and occupational health and safety and a commitment to their application in a university context.

Employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position. All appointments are required to make relevant declarations to comply with the National Higher Education Code to Prevent and Respond to Gender-Based Violence.

Supervisor/Delegate Name:	Danielle Neale	**Date:**	Nov 2026

References:

Professional Staff Classification Descriptors

Minimum Standards for Academic Levels (MSAL)

Australian National University

Pre-Employment Work Environment Report

Position Details

College/Div/Centre	DVCRI	**Dept/School/Section**	RPT
Position Title	Commercial Development Manager	**Classification**	Senior Manager 1
Position No.	36116	**Reference No.**	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- This form must be completed by the supervisor of the position. Without this form jobs cannot be advertised.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System Handbook.
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- Information regarding reasonable workplace adjustments that may be required to enable an individual to fulfil the inherent requirements of their position is available at 2024_ANU Inherent Requirements Reference Table.pdf

Potential Hazards

Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	☒	☐	laboratory work	☐	☐
lifting, manual handling	☐	☐	work at heights	☐	☐
repetitive manual tasks	☐	☐	work in confined spaces	☐	☐
organizing events	☐	☒	noise / vibration	☐	☐
fieldwork & travel	☐	☒	electricity	☐	☐
driving a vehicle	☐	☐			
NON-IONIZING RADIATION			**IONIZING RADIATION**		
solar	☐	☐	gamma, x-rays	☐	☐
ultraviolet	☐	☐	beta particles	☐	☐
infra red	☐	☐	nuclear particles	☐	☐
laser	☐	☐			
radio frequency	☐	☐			
CHEMICALS			**BIOLOGICAL MATERIALS**		
hazardous substances	☐	☐	microbiological materials	☐	☐
allergens	☐	☐	potential biological allergens	☐	☐
cytotoxics	☐	☐	laboratory animals or insects	☐	☐
mutagens/teratogens/ carcinogens	☐	☐	clinical specimens, including blood	☐	☐
pesticides / herbicides	☐	☐	genetically-manipulated specimens	☐	☐
			immunisations	☐	☐

PSYCHOSOCIAL HAZARDS (please specify):

OTHER POTENTIAL HAZARDS (please specify):