

Job Profile

Person Specification

Job Details	
Job Title:	Senior Commercialisation Manager Biopharma
School/Dept./Institute & Centre:	Queen Mary Innovation (QMI)
Reports to:	Head of Technology Transfer
Grade:	n/a Full Time
Appointment period:	Indefinite
Current Location:	Whitechapel

Job Context

Queen Mary Innovation Ltd (QMI) is Queen Mary University of London's (QMUL) wholly-owned technology transfer company with responsibility for commercialisation of the University's intellectual property. QMI's remit is to maximise the economic and societal impact of QMUL's research.

Overview of the Role

The role will support the Head of Technology Transfer in driving forward the innovation and commercialisation activities in QMI for QMUL.

The post-holder will be responsible for contributing to a range of commercialisation activities that enable the delivery of targets and outputs defined in the BioPharma Team annual strategic plan. These outputs include; working with scientists to evaluate new technology disclosures and develop commercial opportunities, protection and management of patents, and other methods of IP protection, lead and manage license transactions to deal closure and the formation of spin-out companies. The role holder will work with the team to develop an innovation ecosystem on campus and build relationships with key stakeholders. Stakeholders include translational funding bodies, venture and other finance bodies and industry contacts in both the biotech and pharma industries.

Main Duties of the Role

1. Define and lead the process of identifying new technology opportunities for the QMI project IP pipeline.
2. Analyse the commercial potential of IP and make decisions on IP protection (based on balancing the IP portfolio against budgetary constraints), commercial exploitation and marketing opportunities.
3. Lead and manage the commercialisation process to maximise the delivery of impact from QMUL science.
4. Establish and maintain good relations with QMUL's research community to stimulate awareness of commercial opportunities and the requirement of IP protection. Encourage an innovative and entrepreneurial culture within the university.
5. Interaction with senior academics in relevant Schools including the Heads of School to assist with effective implementation of QMI's Strategic plan.
6. Make recommendations to academics on the best options to realise the value in QMUL IP and the best route for commercial exploitation based on comprehensive due diligence analysis.
7. Guide scientists through the internal QMUL Impact Fund process. The post holder would assist applicants in the creation of detail proposals, covering proposed advancement of the IP and its business case, make decisions with the Dean of Research on which projects would progress to the

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Main Duties of the Role

- final panel stage, and provide input in the scientists' final pitch/presentation to the Impact Fund panel.
8. Proactively identify sources of external translational funding to progress early-stage opportunities and support academics, and where appropriate lead, in applying for such funding
 9. Build upon your existing industry, VC and angel networks to support the commercialisation of the QMI portfolio.
 10. Input into the Team annual Strategic Plan, ensuring alignment with the QMUL IP Policy, and assist with setting Team targets.
 11. Proactively contribute to meeting QMI annual targets that include number of commercialisation agreements, IP Revenue, spin-outs created and securing translational funding for commercial technology opportunities.
 12. Lead on the commercial exploitation, negotiation and successful high-value deal closure of opportunities, with a focus on deals with large corporates, within the role holder's project portfolio.
 13. Engage with and mentor, as appropriate, colleagues, secondees, interns and fellows (e.g. LifeArc fellows) within the QMI Team, including specifically advising on legal documents.
 14. Lead on venture formation, by evaluation and business planning to build high-value spin-out opportunities, including early-stage business development, sourcing a management team and raising funding.
 15. In some cases the role holder will be required to take a position as University director on the board of a QMUL spin-out company. This position would include providing strategy level input and governance to develop the business.
 16. In all activities it is important that the role holder works alongside, and as a key member of the QMI Team and must be a "team player."
 17. The role holder makes regular contributions, as appropriate, to the QMI web site and social media to promote QMUL IP to potential commercial partners for collaboration and licensing, and disseminate successful QMI projects and case studies. The role holder would also be expected to promote and present QMI at a senior level within QMUL.

The above list of responsibilities is not exhaustive and the role holder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of the responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.

The table below lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

	Requirements	Essential / Desirable	How assessed
Qualifications	Bachelor's degree plus relevant post graduate or professional qualification in a relevant science discipline	Essential	A
	Masters, PhD or equivalent level in business	Essential	A
Experience/ Knowledge,	Relevant scientific background (BioPharma) and experience of working as a research scientist	Essential	A+I

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	Requirements	Essential / Desirable	How assessed
Skills	Experience of being a director in a University spin-out company	Desirable	A+I
	Knowledge of IP and managing the protection and prosecution of IP with external advisors such as patent agents	Essential	A+I
	Experience of commercialisation of IP	Essential	A+I
	Experience in brokering commercial contracts with a strong and demonstrable record of effective high-value deal closure with large corporates.	Essential	A+I
	Experience of the formation of early stage ventures.	Desirable	A+I
	Experience of working in relevant industry	Desirable	A
	Proven experience as a successful Project manager	Essential	A+I
	Previous Board director experience	Desirable	A +I
	Good knowledge of using patent databases and preliminary FTO searches used to evaluate and market QMUL commercial opportunities	Desirable	A+I
	Good knowledge of Technology Transfer systems / processes/ databases	Essential	A+I
	Practical knowledge of commercialisation and investment networks	Essential	A+I
	Effective networker, relationship builder and enabler, with an established network of contacts in industry and the finance industry	Essential	A+I
	Applied legal experience to review all aspects of commercial and legal agreements	Essential	A+I
	Good organisational skills	Essential	A
	Good IT skills, including word processing, spreadsheets (Excel) e-mail, PowerPoint	Essential	A
	Good communication and numeracy skills; able to effectively pitch a project	Essential	A
	Able to positively contribute to the BP/T&E annual strategic plan	Essential	A+I
	Excellent interpersonal and influencing skills	Essential	A+I
	Proactive self-starter	Essential	A+I
	Able to support others, mentoring colleagues and working as part of a team	Essential	A+I
Flexible and co-operative	Essential	A+I	
Willingness to travel	Essential	A	

E – Essential: Requirements without which the job could not be done.

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D – Desirable: Requirements that would enable the candidate to perform the job well.

How Assessed:

A = Application

I = Interview

OM = Other Means (e.g. presentation, test, etc.)