

Technology Transfer Manager

Innovus is a division of Stellenbosch University. Innovus is responsible for, among other functions, technology transfer, entrepreneurial support and development, at the University. We manage the commercialisation of the University's innovation and intellectual property portfolio through patenting, licensing, and the formation of spin-out companies.

Duties:

The key responsibilities of the incumbent will be to work closely with Innovus' technology transfer team on the following key performance areas:

1. Networking and Marketing

- a. Establishing and maintaining productive relationships with SU's academic and research community to stimulate awareness of intellectual property issues and commercial opportunities, and to encourage an innovative and entrepreneurial culture within SU;
- b. Engaging directly and proactively with academic departments to identify SU's intellectual property with potential for commercial exploitation;
- c. Setting up meetings and arranging events to market Innovus on and off-campus;
- d. Actively updating the Innovus social media and website information with news, events information, etc.;
- e. Establishing and maintaining relationships with the industry;
- f. Appropriately marketing SU intellectual property to identify and engage commercial exploitation partners/investors;

2. Evaluation and protection

- a. Grasping technical concepts quickly, and translating these into commercially viable proposals;
- b. Managing a large and growing portfolio of projects to a successful commercial conclusion;
- c. Assessing the commercial potential of SU intellectual property based on uniqueness, market potential, business viability, and technical feasibility;
- d. Advising academics on, and executing the best mode of protection for SU intellectual property;
- e. Identifying appropriate routes to exploitation;
- f. Analysing business opportunities;
- g. Preparing and making recommendations for optimal deal structuring of potential spin-out companies and/or licence potential.

3. Commercialisation

- a. Identifying potential industry partners for specific technology commercialisation opportunities;
- b. Constantly and very proactively liaising with industry in order to facilitate technology transactions;
- c. Engaging in technology licensing and new venture formation processes; in particular, structuring, negotiating, and closing deals;
- d. Facilitating and guiding teams of inventors and founders through the process of developing a commercialisation hypothesis and, when appropriate, the development of business plans, investment prospectuses, and other relevant documentation;
- e. Working effectively with key stakeholders, assertively influencing them and, where appropriate, showing tenacity and persistence in business development situations.

4. Mentorship and Leadership

- a. Playing an important role as a mentor for Technology Transfer Officers, as he/she is more experienced in the technology transfer area and is expected to convey his/her knowledge to other team members;
- b. Taking the lead to promote the technology transfer team members' projects to the deal stage where he/she will play a role in providing direction to technology transfer officers regarding the full technology transfer process, with specific focus on negotiation, stakeholder management, and transaction structuring;
- c. Additional management responsibilities as requested by the Director: Technology Transfer, e.g. administration of the portfolio management software system (Inteum), workflow optimisation based on Innovus' stage-gate IP protection and IP commercialisation model, management of the Translational Fellow Programme, etc.

5. Communication and other duties

- a. Communication with researchers, research contracts, and external patent and legal counsel with specific projects;
- b. Engagement with LaunchLab (incubator) and Chief Director, Innovation and Commercialisation with regards to project spinouts;
- c. Communicating regularly and effectively with other members of Innovus, including regular meetings with the Director: Technology Transfer, to ensure effective management and commercialisation of SU intellectual property;
- d. Carrying out other such duties relevant to the post holder's experience as requested by the Director: Technology Transfer.

Working Environment (*knowledge of special working practices, breadth of management skill required, customer impact, responsibility, efficiency*)

- Conduct due diligence for projects which includes analysing intellectual property (IP) to identify the best mode of protection. Making recommendations for the protection of IP to the Technology Transfer Review Team and to the research department and inventors;
- Making recommendations for the commercialisation of SU IP to the Director: Technology Transfer, and leading the implementation of these recommendations once agreed;
- Identifying and engaging suitable commercial exploitation partners and investors;
- Engaging in the structuring, negotiation and closing of licensing deals and new venture formation;

- Liaising with colleagues in the Technology Transfer Team and within Innovus and SU to contribute to the development of good practice in technology transfer;
- generating revenue for the TT Portfolio through various mechanisms; ensuring efficient and effective management of all Universities IP and funded projects in accordance with statutory and funding requirements;
- training and awareness-building interventions for researchers and students; ensuring development and talent management of staff in the TT Portfolio;
- Assist with incubation of, and spinning out of university start-ups;
- Serving on the Boards of University start-up companies;
- overall management of the Technology Transfer (TT) portfolio to ensure operational efficiency and effectiveness.

For the position you would be required to have:

- Honours Degree/Postgraduate Diploma in Science or Engineering;
- A minimum of 8 years relevant experience in technology commercialisation;
- Project management experience;
- Experience in working within a scientific (preferably research) environment;
- A demonstrated ability to negotiate and conclude deals in commercialisation of technology;
- Good understanding of the Intellectual Property Rights of Publicly Funded Research and Development Act (51 of 2008) and its Regulations;
- An in-depth understanding of intellectual property, commercialisation and technology transfer and entrepreneurship and/or business management/administration;
- A demonstrated ability to raise funding through technology transfer activities;
- Practical knowledge of commercialisation and investment networks;
- Good business acumen;
- Good organisational skills;
- Good IT skills, including portfolio management software, spreadsheets, and databases.
- Good communication and numeracy skills;
- Excellent interpersonal and influencing skills;
- Proactive self-starter;
- Ability to support others, working as part of a team;
- Flexible and cooperative;
- Ability to mentor and motivate team members;
- High energy level, good health;
- Willingness to travel as required throughout the Western Cape and occasionally, the rest of SouthAfrica or overseas; and
- Valid driver's licence and own transport.

Recommendations:

- A business qualification
- Experience with workflow automation
- Experience with Inteum or similar IP management systems
- Management experience

Commencement of duties: As soon as possible, but no later than 1 September 2022

Closing date: 31 July 2022

Enquiries regarding this post: Dr Madelein Kleyn on madeleink@sun.ac.za

The University is committed to employment equity EE. In accordance with SU's institutional EE Plan and the EE Plan for the specific environment, South African candidates from designated groups will receive preference over foreign nationals where EE targets are a factor. Where EE is not a factor, South African candidates will receive preference over foreign nationals.

The University reserves the right not to make an appointment.

Your application, comprising a **comprehensive curriculum vitae (including the names and e-mail address of at least three referees)**, must reach the University before or on the closing date of the advertised post. Please email your CV to forms@sun.ac.za and include in the subject line: TT Manager Application. Your CV must be accompanied with an application letter and include two current work references.

The University reserves the right to investigate qualifications and conduct background checks on all candidates.

Should no feedback be received from the University within four weeks of the closing date, kindly accept that your application was unsuccessful.