THE UNIVERSITY OF MANCHESTER
PARTICULARS OF APPOINTMENT
FACULTY OF SCIENCE & ENGINEERING
SCHOOL OF ENGINEERING
HENRY ROYCE INSTITUTE
HEAD OF BUSINESS ENGAGEMENT
VACANCY REF: S&E-15477

Salary: Grade 8 £52,559 to £62,727 per annum

Hours: Full time

Duration: Starting 1 September until 31 August 2023

Location: Oxford Road, Manchester

Enquiries about the vacancy, shortlisting and interviews:
Name: David Knowles – CEO, Henry Royce Institute
VIA michelle.swift-2@manchester.ac.uk

Background:
The Henry Royce Institute (The Royce) is the UK’s home for Advanced Materials research, innovation and commercialisation. With its hub at The University of Manchester, the Institute has spokes at eight Partner institutions: the Universities of Sheffield, Leeds, Liverpool, Cambridge, Oxford and Imperial College London, as well as at the UK Atomic Energy Authority and National Nuclear Laboratory. The £235m institute will allow the UK to grow its world-leading research and innovation base in Advanced Materials science, an area which is fundamental to all industrial sectors and the national economy.

The Royce is seeking a dedicated Head of Business Engagement (HoBE) who is able to instigate, drive and deliver a cohesive research translation and commercialisation strategy for the institute, support technology exploitation, and network nationally with relevant academic, government and industrial partners.
Overall Purpose of the Job:

The HoBE will be responsible for the strategic management and delivery of the Royce’s business engagement, network coordination, research development and commercialisation activities, and will establish and implement a cohesive technology translation strategy to maximise the exploitation and impact of Advanced Materials science at the Royce. The post holder will be a proactive, highly skilled, organised and motivated individual with proven experience of managing industry-related research projects. They will need to liaise effectively and coherently with academics, industry partners, university staff and external stakeholders, and to be networked nationally.

Key Responsibilities, Accountabilities or Duties:

As part of the Royce Senior Leadership Team, the appointee will work closely with the CEO, Head of Operations, Chief Scientist and the relevant leads from across all the Partner institutions. Major areas of activity and associated responsibilities include, but are not limited to:

Operational and strategic leadership

- Lead the coordination of industrial partnering and business engagement activities for the Royce. Develop and facilitate key strategic partnerships, leading on-going corporate relationship management.
- With the CEO and Head of Operations, develop strategies and operational plans to support the diversification of funding sources to ensure sustainability of the institute’s activities.
- Work closely with the CEO, Chief Scientist and Core Area Champions to ensure that technology development and discovery research at the institute delivers solutions to industrial challenges in Advanced Materials.

Research development and business engagement

- Develop funding landscape and market maps to secure new funding streams and to identify partners in delivering against the business case and income generation targets.
- Build and maintain strong relationships with the relevant funding bodies, government departments and policy-makers, ensuring that the Royce is able to drive and capitalise on relevant funding opportunities and policy changes.
- Negotiate and manage academic/industrial research collaborations to ensure projects are established and coordinated appropriately and that deliverables are met.
- Write proposals, bids and tenders to draw in new and sustainable income sources.
- Develop and expand the Royce’s external networks.

Commercialisation activities

- Identify a pipeline of opportunities for commercialisation and spin-outs.
Be responsible for effective IP management, confidentiality of information, and for ensuring that contractual and knowledge transfer agreements are professionally and efficiently managed.

Develop and run workshops to engage Royce researchers with potential investors in their work.

Reporting and analysis

- Manage the implementation and ongoing development of the CRM system to ensure business engagement activities are monitored and reported, in particular so that impact is recorded and communicated to funders.
- Develop clear reporting mechanisms for key market and target delivery information to the CEO, Head of Operations, Royce Boards and other bodies, including areas of risk and proposed changes to the research and business development or delivery strategy where targets are not being met.
- Devise and implement methods to monitor and assess the impact from industry contracts and commercialisation activities.
- Provide clear communication of complex information related to business engagement orally and in writing to the relevant Royce Boards and external stakeholders.

Management duties

- Lead a team of Business Development Managers at the Royce Hub.
- Be responsible for the line management of these staff, conducting PDRs and inductions and dealing with grievances and performance issues.
- Through the University of Manchester’s Head of Business Engagement, maintain effective working relationships with the Directorate of Research & Business Engagement to ensure mutual benefit to both the University and the Royce.
- Oversee the activity of the business engagement teams from across the Partner institutions to ensure alignment of Royce activities.
- Coordinate translational training and development of Royce staff to foster contract research projects, sponsorship, spin-out activities, effective consultancy, and partnering with major corporates.

Other duties

- Deputise for the CEO or Head of Operations as required.
- Perform other such other duties that may reasonably be associated with a post of this nature and/or as may be requested by the CEO or Head of Operations.
PERSON SPECIFICATION

- Degree, or a relevant equivalent qualification, in a science, engineering or relevant discipline
- Experience of working in an interdisciplinary research environment
- Evidence of strategic research-related management in an academic or industry setting
- Knowledge of research funding initiatives with proven successful experience of coordinating large funding proposals or of securing external income
- Experience of working with and/or for companies within the Advanced Materials supply chain
- Cognisant of the priorities and culture of relevant industrial sectors and an understanding of how companies engage with their academic partners
- Substantial leadership and management experience
- Strong relationship management skills – an ability to influence and persuade people at all levels of an organisation and to build effective working relationships across interdisciplinary teams and external collaborators and stakeholders
- Able to establish authority and credibility amongst academic colleagues
- Highly developed interpersonal skills that focus on clarity and simplicity
- Target/goal-driven and able to work with a sense of urgency to meet demanding and completing deadlines
- Able to work in complex organisational structures and to appropriately challenge the status quo

Desirable knowledge, skills and experience:

- Postgraduate degree in an area related to the Royce core research themes
- A relevant management qualification, e.g. MSP

- Knowledge of licensing, patents and/or spin-out company formation
- Proven experience of developing and negotiating a wide range of contracts including complex strategic arrangements and multiple party relationships
- An established network of contacts across companies of various sizes and sectors in the Advanced Materials supply chain
- An understanding of full economic costing and the pricing of research programmes with particular reference to industrial engagement activities