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| Last updated: | 28th February 2023 |

**JOB DESCRIPTION**

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| Post title: | **Social Sciences Commercialisation Manager** | | |
| Academic Unit/Service: | Research and Innovation Services | | |
| Faculty: | Professional Services | | |
| Career Pathway: | Management, Specialist and Administrative (MSA) | Level: | 5 |
| \*ERE category: | n/a | | |
| Posts responsible to: | Head of Technology Transfer and Intellectual Property | | |
| Posts responsible for: | n/a | | |
| Post base: | Office-based | | |

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| Job purpose |
| To unlock the value and potential of our world-leading social sciences research outputs and support their translation through commercialisation. You will play a leading role in supporting researchers with identifying potential innovation opportunities, exploring the perceived barriers to commercialising research in social sciences and the training needs to overcome these. You will support the exploitation of innovations and intellectual property (IP) from the social sciences research base from identification to potential commercial deal-making.  You will foster the development of an entrepreneurial culture within the relevant faculties, encouraging the development of enterprise and impact activities alongside more traditional research and teaching activities. In line with our University Strategy, which focusses on commercialisation for social good, you will look to maximise the impact of our research by playing a key role in bringing forward new products, services and companies that can contribute to improving environmental sustainability, health and wellbeing, future communities and towns and improving opportunities for young people. |

| Key accountabilities/primary responsibilities | | % Time |
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|  | Develop a good understanding of research capabilities and areas of excellence within the relevant faculties and schools, identifying the groups/academics with potential commercial IP to ensure timely protection and commercialization. Advise academics on appropriate IP protection strategies. Undertake the necessary due diligence to qualify commercial opportunities. Work within other Technology Transfer Managers and IP team (in RIS) to provide tailored support to academics from SHAPE (Social Sciences, Humanities and the Arts) disciplines in commercialising their research. | 20% |
|  | Manage a portfolio of commercialisation projects in order to increase innovation disclosures, IP/Products protected for commercialization (e.g. patents/ copyright/ software), licensing deals and spinouts from the social science research base. | 15 % |
|  | Stimulate activities with stakeholders to support entrepreneurial aspirations and provide opportunities to develop innovative ideas through a bespoke social science training programme, workshops, 1:1 coaching/mentoring. | 15% |
|  | Work with academics, researchers and staff in Research and Innovation Services (RIS) Technology Transfer (TT), IP and Business Engagement teams to bring through new innovations for early assessment, and to work with them to develop suitable commercialisation strategies for the Social Sciences. | 10 % |
|  | Identify, for each innovation, optimal commercialisation strategy (spinout, licence, other) in order to optimise return from the total portfolio over the short and long term. Consult with creators/ inventors to identify potential clients for the development, licensing, or assignment of IP in order to complete the commercialisation most cost-effectively. Prepare and present, with input from creators, business plans and executive summaries in order to access appropriate financing (translational, proof-of-concept). | 10 % |
|  | Negotiate and agree heads of terms with potential licensees that will deliver the best value for the University and facilitate the uptake of innovations and technologies generated from University research – working closely with the IP Legal Team to get to final agreement. | 10 % |
|  | Engage with networks that offer support for entrepreneurship and commercialisation of social sciences research e.g. PraxisAuril Arts, Humanities and Social Sciences (AHSS) network, ASPECT (A Social sciences Platform for Entrepreneurship, Commercialisation and Transformation), Ingenuity and Eagle Labs to develop and share best practice in support of social science commercialization. Work closely with staff involved in university initiatives that offer current support for entrepreneurship, commercialisation of research and KE activities e.g. SetSquared Partnership, ICURe Programme, Catalyst Programme, FutureWorlds, to ensure researchers benefit from these opportunities. | 10% |
|  | Work with Associate Deans Enterprise in the creation and maintenance of strategies of enterprise in the social sciences research areas by providing professional advice, experience and inputs to ensure strategies are coherent, realistic and implementable. Develop current guidance for these faculties/schools on commercialisation and spin outs. | 5% |
|  | Any other duties as allocated by the line manager following consultation with the post holder. | 5% |

| Internal and external relationships |
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| * Associate Deans Enterprise for strategic inputs and consistency on commercialisation * Academics for commercialisation of specific IP * Staff in University Professional Services * Industry organisations and associations * Medical Charities & research funders * Investors (potentially including IP Group) * Professional advisers in specialist areas to aid in opportunity evaluation * Small, medium and large corporate entities for licensing opportunities * Director and other staff in RIS * University and SETsquared Incubation Centre to enable account management of University spinouts |

| Special Requirements |
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| Travel to attend meetings (UK, overseas)  Willingness to work non-standard hours as reasonably required to fulfil role (e.g. out of hours meetings offsite, conference calls with overseas partners) |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Good first degree or equivalent in a social science discipline, or significant relevant experience.  At least one of an MBA or a relevant postgraduate degree in relevant discipline, or equivalent experience.  Knowledge and recent experience of IP, commercialisation and licensing negotiations.  Numerate, demonstrate strategic, financial modelling and business planning skills, and be comfortable working with a broad range of innovations.  Demonstrate a sound understanding how to evaluate commercial potential of research. | Experience as company director, or senior manager in industry or able to demonstrate excellent business acumen.  PRINCE2 or similar project management qualification.  Track record of fundraising and/or marketing.  Experience working with researchers to create a commercialisation strategy in relation to research outputs.  Experience of business plan creation of social enterprises and start-ups.  Experience of a range of business sectors and/or third sector organisations demonstrated by a network of contacts and business relationships. | Application and interview |
| Expected Behaviours | Able to apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.  Demonstrate the Southampton Behaviours and work with colleagues to embed them as a way of working within the team. |  |  |
| Planning and organising | Able to initiate, plan and manage major new projects or significant new activities, ensuring plans complement broader operational strategy.  Project management and coordination of a number of players and simultaneous projects in sometimes complex relationships and to multiple deadlines - involving negotiations in an international context.  Ability to take strategic view in a fast-moving and dynamic environment.  Ability to lead projects, driving activity to completion while managing detail. |  | Application and interview |
| Problem solving and initiative | Ability to identify and apply creative solutions in negotiations, often in the absence of any relevant precedent.  Ability to identify and manage key issues on a critical path.  Must be self-sufficient, capable of setting own work strategies and of working with minimal guidance, actively seeking information from internal or external sources as required. |  | Application and interview |
| Management and teamwork | Team player able to work collaboratively with others to disseminate and share knowledge and information.  Ability to proactively work with colleagues in other work areas to achieve outcomes.  Ability to delegate upwards and downwards effectively, understanding the responsibilities, strengths and weaknesses of team members to build effective teamwork. |  | Application and interview |
| Communicating and influencing | Excellent inter-personal skills with a wide range of people of different backgrounds, from within and outside the university.  Able to persuade and influence to foster and maintain relationships.  Excellent written, presentation and verbal skills, with ability to communicate at a variety of levels up to and including board level in major companies.  Able to contribute to University Committees, working groups and projects on behalf of the Faculty and the University. |  | Application and interview |
| Other skills and behaviours | Able to appreciate university priorities and to apply these in managing work outcomes | Broad interest in social sciences  Understanding of University research activities | Application and interview |
| Special requirements | Flexibility to work unusual hours.  Willingness to travel on business (mostly UK, some overseas). |  | Application and interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| Yes | If this post is an office-based job with routine office hazards (e.g.: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (e.g.: more than use of VDU) please complete the analysis below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (e.g.: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (e.g.: solvents, liquids, dust, fumes, and biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(e.g.: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (e.g.: strimmer, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (i.e.: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (e.g.: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |