



## Job Description

**Post:** Intellectual Property Business Development Manager (BDM)

**Employer:** University of Birmingham Enterprise Ltd (UoBE)

## Background to the role

The IP Team in UoBE handles the discovery, protection and commercialisation of IP generated by the University of Birmingham. The team includes 6 BDMs covering all aspects of science, technology and engineering and the current vacancy is for a BDM with an engineering or physical sciences background.

## Key functions of the role:

- Actively engage with researchers in the University of Birmingham and identify outputs and ideas from existing research projects that might have potential for exploitation in the form of know-how and/or intellectual property (IP) or as 'Impact' case studies;
- Work closely with and support the other IP team members and members of other professional services teams across the University such as Enterprise Acceleration, Business Engagement, Research Support and Translational Research teams;
- Working closely with research and technical staff;
- Assess the commercial, financial, social, and reputational potential and patentability of any new inventions and take full personal responsibility for driving the development and management of a number of cases through their whole 'lifecycle' within their portfolio of IP opportunities;
- The role includes identifying and helping to obtain funds to support the development or translation of the research; understanding the market potential; understanding the needs of stakeholders; networking and connecting to identify commercial development partners; developing commercial interest; finding appropriate licensees; leading commercial negotiations; doing due diligence on potential development partners, establishing IP licences or other arrangements and monitoring royalty income; working with colleagues to develop spin-out companies and assisting with the creation of reputational benefit.
- In addition to the above, the post-holder will be expected to carry out other duties as reasonably required in accordance with the needs of University of Birmingham Enterprise Ltd.






## Person Specification:

- First degree (BSc) or equivalent qualification and/or experience in a relevant STEM subject.
- A relevant second degree (MBA, MSc, PhD) can be advantageous;
- An understanding of how UK universities operate and how the development of intellectual property is funded and delivered in a university environment is desirable but not essential;
- Previous experience in a university 'technology transfer' environment is desirable but not essential;
- Evidence of experience and skill in the management, dissemination and exploitation of intellectual property, including commercial negotiations and drafting contracts is desirable but not essential;
- Good understanding of the patent process and experience in working with patent attorneys is desirable but not essential;
- Demonstrable ability to relate to, and work closely with, academic researchers or other scientific innovators of new ideas to develop new reputational and commercial opportunities;

- The ability to solve problems and take decisions relating to their portfolio of projects and escalating to more senior staff as appropriate;
- Able to prioritise and use judgement to progress projects with the greatest chance of making a significant financial, social or reputational impact;
- The ability and enthusiasm to network with other professionals outside the University;
- Be comfortable with making decisions in an environment where you do not have complete or perfect technical or market information;
- Strong team player with the ability to communicate complex subjects to a lay person;
- An appreciation of equality, diversity and inclusivity. The postholder will need to ensure that the team and our activities are as inclusive and accessible as possible.
- Good planning and organisation skills;
- Good IT and written and verbal skills, able to write concise and clear business cases, reports and management papers;
- Having sufficient skills and experience to take on, with appropriate support, more project and staff management would be an advantage.

The employment contract is for a full-time and permanent role.

### Our values and behaviours

 <p><b>COLLABORATIVE</b></p> <ul style="list-style-type: none"> <li>• Develops and maintains networks and facilitates others to do the same</li> <li>• Understands, and helps others to understand, the broader context and how own work impacts the local team and University</li> <li>• Contributes to understanding, knowledge sharing, and building consensus in cross-team collaborations</li> </ul>	 <p><b>INNOVATIVE</b></p> <ul style="list-style-type: none"> <li>• Creates and contributes to a work environment that encourages reflection and creative thinking to make improvements</li> <li>• Constructively challenges assumptions and traditions to achieve change where beneficial</li> <li>• Actively seeks and participates in learning and development opportunities and facilitates others to do the same</li> <li>• Engages positively with initiatives designed to support improvement across the University</li> </ul>	 <p><b>EXCELLENT</b></p> <ul style="list-style-type: none"> <li>• Acts as role model by operating in line with the purpose, strategy and values of the University</li> <li>• Works to the best of ability, with persistent commitment and energy, to take responsibility for achieving personal and team goals, and motivates others to do the same</li> <li>• Provides consistently high level of customer service to all stakeholders</li> </ul>	 <p><b>INCLUSIVE</b></p> <ul style="list-style-type: none"> <li>• Champions a sense of self-awareness and recognises how own biases affect work</li> <li>• Embraces different perspectives and values, and adapts actions accordingly</li> <li>• Encourages and contributes to a cohesive team culture that recognises all strengths</li> </ul>	 <p><b>CONFIDENT</b></p> <ul style="list-style-type: none"> <li>• Takes a flexible, adaptable and resilient approach to work</li> <li>• Creates culture where advice is sought when needed, calculated risks are taken, and mistakes are learnt from</li> <li>• Welcomes constructive feedback and challenge, and is able to provide constructive feedback to others</li> <li>• Inspires others by clearly articulating a vision for the future</li> </ul>
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