Commercialisation Manager - Social Sciences, Arts and Humanities

**Department:** Research, Innovation & Knowledge Exchange

**Hours of work:** Full time

**Contract type:** Open

**Salary:** £42,155 - £51,805 per year
Main purpose of the role

The University of York undertakes sector leading research in the SHAPE disciplines - Social sciences, Humanities and the Arts for People and the Economy. Working collaboratively with academic and Research, Innovation and Knowledge Exchange (RIKE) staff, the post holder will develop a commercialisation strategy for the SHAPE disciplines at the University of York, and proactively identify, build and manage commercialisation opportunities through our stage gate process.

The post holder will join the Commercialisation team, reporting to the Head of Commercialisation with dotted line reporting to the Social Sciences Faculty Research Impact Manager.

The post holder will drive activity leading to outcomes including:
- spin-out company formation,
- IP licence agreements,
- commercial service provision.

In doing so the postholder will undertake related business engagement activities and will be expected to work with faculty impact and research development teams, supporting externally funded projects with industry, government and third sector partners.

Whilst we will consider candidates from all subject backgrounds the ideal candidate will have qualifications or experience relevant to York’s SHAPE research portfolio, and preferably experience in SHAPE commercialisation, entrepreneurship or third sector support.

Success in the role will make a significant contribution to our strategic aim to foster ‘positive and productive partnerships’, within the region and beyond - informed by our desire to become a University for Public Good (https://features.york.ac.uk/vision-for-york/).

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

1. Role Specific Responsibilities

- Work in partnership with SHAPE based academics and RIKE colleagues to develop a SHAPE commercialisation strategy.

- Identify, critically assess and (within a stage-gated process) project manage commercial opportunities from research towards outcomes such as spin-out company formation, licence deals and commercial service provision.

- Support, develop and utilise SHAPE commercialisation communities of practice, in particular ASPECT and ARC networks; in addition to developing support structures for SHAPE academic communities, such training and CPD opportunities.

- Develop and maintain networks of external contacts from key communities - such as investors, companies and innovation agencies - with whom the post-holder will work collaboratively to deliver success from their projects.
● Perform market research and validation exercises to evaluate commercial potential of emergent opportunities; identify and assess partners and opportunities with third party organisations; and establish organisation to university leads.

● Evaluate and where appropriate secure intellectual property rights to support commercialisation of SHAPE based projects.

2. University of York Responsibilities for Grade 7

Service and Operational Delivery
● Contribute to operational leadership and decision making to shape the nature and level of professional and support services within own area of responsibility.
● Line manage and lead the work of a team or section; optimise use of resources and ensure team objectives are met; set the overall direction and goals of the team.
● Accountable for delivery of a service for a large or complex area or across multiple service areas.
● Make effective use of digital solutions to carry out operational activity and lead the development of efficiency improvements.
● Provide support and encouragement for members of the team through effective leadership; demonstrate compassion and give advice on commonly occurring wellbeing issues.

Continuous Improvement
● Review service / operational delivery, identify additional service requirements or shortfalls and develop innovative solutions to progress.
● Promote the improvement and efficiency of services by implementing and managing the review and improvement of service procedures.
● Review internal and external practice to identify and deliver opportunities for future improvements or efficiencies.
● Apply expertise to identify, understand and propose resolutions for significant, long term or complex problems.
● Proactively identify opportunities for building new personal knowledge and skills for self and others. For roles at this level with line management responsibilities, ensure training and development needs of the team are met.
● Deliver knowledge sharing on specialist defined processes to the broader team and/or the University.

Specialist Contribution
● Act as a specialist point of contact for dealing with complex data and information sources, providing interpretation and analysis.
● Responsible for shaping the development and learning of others both within and outside of the team, through the design and delivery of training sessions.
● Provide expert professional subject expertise and problem-solving skills, sharing knowledge with the team as needed.

Collaboration and Communication
● Produce communications for promotional and reporting purposes, designing and structuring information and facts, applying creative and innovative principles to influence and engage.
● Actively participate in internal and external communities of practice and knowledge sharing with a view to inform and improve future service or operational delivery plans and development.
Governance and Oversight

- Oversee activity to ensure all processes and transactions are delivered in line with regulatory and professional service and policy standards, ensuring appropriate controls and monitoring interventions are in place.
- Provide advice to stakeholders regarding compliance and regulations where there is a level of ambiguity or discretion to be applied.
- Horizon scan to understand emerging legislation and regulation and support consideration of the University’s response.
- Where applicable to the role, take responsibility for health and safety considerations of the work environment, through the completion and implementation of risk assessments.

Planning and Organisation

- Responsible for the planning and organisation of the workload of the team across a range of activities, on a regular basis.
- Contribute to longer term planning requirements at operational and occasionally strategic level; make recommendations about future resource requirements.
- Lead large scale projects to facilitate major service or operational change.

The above list of duties is not exhaustive and is subject to change. The post holder may be required to undertake others duties within the scope and grading of the post.
## Person specification

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<tr>
<th>Role Specific</th>
<th>Essential / Desirable</th>
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<tr>
<td><strong>Knowledge</strong></td>
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<td>Understanding of SHAPE disciplines and the specific challenges associated with their translation into commercial opportunities.</td>
<td>Essential</td>
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<td>Knowledge of how intellectual property is protected and managed.</td>
<td>Essential</td>
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<td>Ability to identify, negotiate and nurture new research impact and commercialisation opportunities.</td>
<td>Essential</td>
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<td>Experience of working with SHAPE based knowledge exchange projects.</td>
<td>Essential</td>
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<td>Ability to deal with a wide range of customers where the desired outcome may not be well received</td>
<td>Essential</td>
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### University of York Person Specification for Grade 7

**Qualifications:**

- Level 6 qualification. (Qualifications at this level include a degree. Please [view the full list](#)). We also welcome applicants with equivalent non-uk qualifications or equivalent professional experience. | Essential |

**Skills - demonstrates the ability to:**

- Lead large-scale projects | Essential |
- Gather, analyse, interpret and report complex data/information | Essential |
- Use digital technologies including Google applications and/or Microsoft Office | Essential |
- Communicate to engage and influence others | Essential |

**Behaviours:**

- Works collaboratively with others | Essential |
- Delivers a quality service | Essential |
- Develops self and others | Essential |
- Actively champions respect, inclusivity, equality and diversity | Essential |
- Identifies and implements continuous improvement | Essential |