

# Careers at UCLB

Candidate information pack



# Introduction to UCL Business



## Anne Lane, CEO

I am delighted that you're interested in working at UCL Business Ltd (UCLB). As CEO, I am proud to work alongside such a talented, dedicated and diverse team, who are supporting the commercialisation of technologies that make a positive societal change.

UCL, as one of the leading universities in the UK for teaching and research, recognises the need to translate its exceptional research into commercial development for positive social and economic benefit. UCLB is the company charged with the responsibility for creating business partnerships, including spinout companies, licences, research collaborations and other similar transactional activity.

UCLB is recognised as a leading technology commercialisation company within the UK, and has an impressive and successful track record of creating licences and spinouts for more than 25 years. We are unique within the UK by being an independent, financially self-sufficient company with a strong history of making significant profits for UCL. The company relies on its experienced staff and we strive to create the maximum number of opportunities for technology growth.

We encourage an environment of enthusiastic involvement and entrepreneurship and we aim to attract people who are talented, motivated and interested in working here, where they can make a useful contribution – both as individuals and as part of the UCLB team.

We want everyone to be able to achieve their best work and for this to be an open, happy and productive environment so that the company can truly succeed.

# Introduction to BioPharm at UCLB



## Richard Fagan, Director of BioPharm

As Director of BioPharm I oversee the commercialisation of intellectual property arising from UCL academics' life and medical sciences research, bringing them from early-stage innovations to commercial products which ultimately benefit patients worldwide.

In joining this team, you will work with people who have a broad range of knowledge and expertise, who are helping bring clinically meaningful products to market. We build relationships with UCL academics, identifying and facilitating the commercialisation of their research. This could be through a direct license to a commercial third party, or through set-up and funding of a spinout company in collaboration with our network of VCs. Technology transfer is at times, challenging, but seeing an innovation improve diagnoses and treatments, and make a difference to patients is incredibly rewarding.

We are a supportive and successful team who look forward to welcoming another member.

Board of Directors

Chief Executive  
Officer

Physical Sciences &  
Engineering

BioPharm

Operations

Business Portfolio  
Management

Legal Affairs

Finance

# Business Manager - BioPharm

## About the opportunity:

We are seeking to recruit a Business Manager to join the BioPharm team, who will be responsible for the technology transfer activities of UCLH NHS Foundation Trust and Cancer Research UK. This is a full time role where 50% of the time will be spent working serving UCL partner hospital UCLH NHS Foundation Trust in a technology transfer role and 50% of the time working as a CRUK Translation Manager for UCLB.

## What you need to have:

You will need to be able to demonstrate a strong grounding in a biological or medical related discipline, preferably to a PhD level, together with significant commercial experience and an excellent grasp of intellectual property issues. Previous technology transfer experience within the NHS is desirable.

The successful candidate will need to be highly motivated and enthusiastic, with excellent communication and organisational skills. The post holder will be required to work closely with academics and clinicians in identifying wide ranging novel technologies, enable development of the technologies and ultimately commercialisation of them at the interface of academia, healthcare and industry.

For more information on CRUK and UCLH, please visit the below websites.

<http://commercial.cancerresearchuk.org/>

<https://www.uclh.nhs.uk/research/working-ucl>

# Job Description

## **Job Purpose:**

### **UCLH**

Responsible for co-ordinating the commercial activities relating to IP for UCLH. Identify, develop and promote development of technologies and IP developed at UCLH as well as the services provided by UCLH for contract and collaborative research.

Establish and maintain links with relevant clinical departments at UCLH; engaging with clinicians and nurses to promote the profile and reputation of UCL Business Ltd through various communication methods including presentations, seminars and courses, to ensure UCLH staff commercialisation of commercially viable technologies is facilitated.

Establish and maintain commercial relationships by improving, developing and maintaining the activities of UCLH to ensure an effective collaboration between UCLH and new or existing business clients.

### **CRUK**

Working within the Opportunity Sourcing and Translation (OST) team of CRUK Commercial Partnerships (CP), you will be embedded within UCLB. Your role will involve working closely with UCL researchers and UCLB technology transfer and translational research office team members to identify and develop opportunities for translation into clinically meaningful products for the benefit of cancer patients.

You will have a strong understanding of cancer biology and experience of translating basic research output, gained in either academia or industry. You will progress opportunities by developing the intellectual property and translational strategy, helping to secure access to funding mechanisms, where appropriate.

While embedded primarily at UCLB, you will also spend a proportion of your time at CRUK to facilitate collaboration and realise the strategic objectives of the UCLB/CRUK relationship to beat cancer together, sooner.

## UCLH

- Identification and assessment of the scientific and market feasibility of new technologies emerging from UCLH.
- Assist in the protection and downstream management of IP in these areas through formal registration procedures.
- Ensure necessary agreements are in place for appropriate transfer of intellectual property.
- Complete revenue sharing and assignment documents, and negotiate revenue sharing with other institutions in the case of collaborative inventions.
- Identify those technologies which would be suitable for further development. Manage the application process for the translational funding.
- Provide IP advice to both UCLH clinicians and nurses and to UCLH's Contract Research Office.
- Determine and execute commercialisation strategies for emerging UCLH IP and technologies.
- Market assessment activities including primary and secondary market research.
- Prepare technology brief for circulation.
- Ensure performance of licensees, and monitor progress, with audits where necessary.
- For technologies which have associated clinical data ensure all data has been appropriately consented by the patients for commercial use.
- Working with a Senior Business Manager or Director, negotiate all necessary agreements to license the technology, including evaluations, options and licences Identify and approach potential licensing partners and negotiate terms.

## **CRUK**

- Develop a deep understanding of the oncology research landscape at UCL.
- Build and maintain strong, integrated relationships with senior oncology researchers and Translational Research Office Team members at UCL.
- Provide scientific translational advice to researchers.
- Accountable for the identification and prosecution of oncology-related translation and commercialization opportunities.
- Provide appropriate technology transfer services and manage intellectual property protection for portfolio projects.
- Work collaboratively with colleagues from other CP regions to proactively seek collaborative and synergistic interactions across the CRUK network.
- Work in collaboration with colleagues in other CP core functions to deliver on CP's overall operations, performance and strategies.
- Contribute to developing and implementing strategy to enhance and grow an entrepreneurial and innovative culture across CRUK-funded researchers.

# Person Specification

## Essential criteria:

- PhD (or equivalent) in a scientific or healthcare discipline, ideally oncology/technology-related and appropriate relevant first degree.
- Experience of working in a demanding environment, either academia or industry.
- Ability to handle numerous projects simultaneously.
- Experience of grant funding of projects and knowledge of academic funding sources.
- Excellent IT skills (Microsoft word, Excel, PowerPoint).
- Comprehensive experience in translating discovery research and pre-clinical science. This experience may have been gained in industry, healthcare, academia or in non-profit organisations.
- Experience and proven ability in preparing and presenting reports.
- Ability and experience of handling a challenging role with confidence, demonstrating initiative, self-motivation and attention to detail.
- Ability to demonstrate excellent organisation skills, able to prioritise work and meet deadlines, and work independently without undue supervision.
- Personable and proactive with experience of contract management and ability to demonstrate negotiation and influencing skills with a wide range of stakeholders.
- Excellent liaison and negotiation skills with the ability to respond appropriately, confidently and sensitively.

## Desirable criteria:

- Strong interpersonal skills with an ability to communicate confidently, intelligently and effectively.
- Ability to work as part of a team.
- Experience of technology/opportunity assessment and marketing, as well as legal and technical aspects of contract, collaboration, licensing and corporate agreements.
- Knowledge and awareness of oncology drug/technology discovery, IP protection and development and associated science.
- A flexible approach to tasks and hours of work.



## What we offer



### Salary

The salary range is £43,000 - £50,000 depending on qualifications and experience. We operate a performance related pay (PRP) scheme under which employees can achieve up to a further 10% of gross annual salary based on agreed targets, both personal and company based.



### Hours of Work and Flexible Working

The normal hours of work are 35 hours per week. Hybrid working applies to this role, we offer you the flexibility to choose where you work with a minimum of two days per week in the office.



### Pension

We operate two defined benefit pension schemes - SAUL for new employees and USS for any employee joining within one month of leaving the USS scheme.



### Holidays

We have a generous annual leave entitlement of 25 days a year plus public holidays and a further 6 days leave spread over Christmas and Easter. You can also buy up to an additional 5 days holiday each year.



### Health and Wellbeing

Your wellbeing is important to us. We have Wellbeing Champions, a confidential employee assistance programme, cycle and season ticket loans, fruit in the office, discounted gym memberships and we will pay for the cost of your eye test. In addition, you are able to access voluntary healthcare schemes offered by UCL.



### Learning and Development

We support continual personal and professional development by supporting in-house and external training and covering the cost of professional subscriptions and memberships.



### Other Benefits

Access to discounts, employee savings scheme, enhanced parental leave pay, summer and Christmas events along with regular social activities.

# How to apply

If you would like to apply for the role, please visit the following link: <https://bit.ly/3pXAYoX>

Applicants will be shortlisted based on the extent to which they meet the competencies required for the role via their application. In your application statement you will be expected to succinctly explain how you meet each of the key requirements for this role, giving examples that clearly demonstrate your skills, knowledge and experience.

If you have any questions regarding the application process, please email Danielle Gouldson at [jobs@uclb.com](mailto:jobs@uclb.com).

The closing date for applications is 20 February 2022.

Please note we will disregard any applications which do not contain a completed statement and CV. You are advised to submit your application as soon as possible as we reserve the right to close the advertisement once we have received sufficient applications.

Only shortlisted candidates selected for interview will be contacted on or before 25 February 2022.