

Commercialisation Lead



The Commercialisation Lead is responsible for supporting GNS Science to realise the value of intellectual property (IP) created from research, leading the identification of opportunities to commercialise products, and managing GNS Science's IP portfolio.

Reports to:	Commercial and Business Partnerships Manager
Department:	Commercial and Business Partnerships
Group:	Research Strategy and Partnerships
Tenure:	Permanent
Location:	Lower Hutt
Direct reports:	Nil
Budget:	Nil
Career Path:	Corporate
Job Family:	Business Performance
Career Step:	8
Date:	May 2022

Position priorities and responsibilities

Training and Development

- Improves organisational awareness and capability on understanding impact through the value chain, particularly as it relates to IP or commercialisation opportunities
- Leads thinking which demonstrates and values the diversity of technology transfer options available to GNS Science for achieving impact (i.e. commercialisation, open innovation, science communications, consulting, high-value partnerships etc)
- Supports GNS research staff to articulate and understand the impact of their research and potential intellectual property and/or commercialisation pathways when applying for funding or undertaking research
- Supports the Department to develop and lead the execution of the commercialisation and IP management strategy to deliver impact and benefit

Intellectual property (IP)

- Supporting GNS Science to realise the value of IP created from research
- Manages GNS Science's IP portfolio, including its recording, protection, coordination, monitoring and optimisation
- Develop and lead implementation of processes which support effective IP management

- Work with the Māori Strategy and Partnerships team to develop and implement a Māori IP strategy/approach
- Works closely with GNS teams to create plans for major research and commercial projects
- Keeps abreast of current issues and trends in case law and IP legislation including identifying when specialist advice is required

Commercialisation

- Manage the process for access to KiwiNet and other research funding entities to support commercialisation opportunities
- Manage the KiwiNet relationship, reporting and project deliverables
- Work with team members and wider GNS to develop the commercialisation pipeline
- Effectively support or manage commercialisation projects
- Develop effective relationships with key stakeholders, including investors, Callaghan Innovation, and the wider innovation ecosystem
- Manage or support the process for IP licensing negotiations and discussions
- Manage the process for spin out company creation, capital raise and negotiations

Financial Management

- Manage the Commercialisation Science Development Fund budget
- Adhere to the organisation's accounting and financial control procedures and delegations
- Support the Commercial and Business Partnerships Manager to establish and monitor budgets to achieve the organisation's performance objectives

Health and Safety

- Support a culture that allows all workers to use their skills and knowledge to take personal ownership for health and safety in the workplace
- Ensure health and safety is integrated into business-as-usual activities and is part of the organisational culture
- Carry out all responsibilities for health and safety as specified in the Health and Safety Management System Framework

Responsibilities of all staff

- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

Key working relationships

Internal:

- GM Research Strategy and Partnerships, GM Māori and Stakeholder Relations, GM Science, Business Partnerships Team, Research Partnerships Team, Legal, Finance, Science Department Managers, Science Team Leaders, Science Theme Leaders, Researchers, Innovation Hub, Stakeholder Relations Team, Communications Team, Māori Strategy and Partnerships Manager

External:

- KiwiNet, NZ innovation and R&D industry, external legal advisors and other crown institutes

Person specification

Skills, knowledge and attributes

- Understanding of intellectual property management practices, and commercialisation practices
- Deep understanding and experience of intellectual property management practices
- Excellent relationship management skills and stakeholder management skills
- Well-developed knowledge of scientific research Highly developed written and oral communication skills, with the ability to communicate complex science concepts to a wide variety of groups and individuals
- Strong interpersonal skills with the ability to collaborate and influence others
- Strategic ability; able to anticipate future trends
- Strong results orientation and ability to drive high performance
- Able to manage and drive activity through times of ambiguity
- Develops, builds and maintains effective relationships with Māori, respecting obligations under Te Tiriti of Waitangi as well as tikanga (customs) and kawa (protocol)

Experience

Essential:

- Depth of experience in IP management and commercialisation
- Worked with researchers in a science, research, or similar organisation where products are developed for commercialisation opportunities
- Experience in the development and delivery of business and commercial strategies, plans and operations
- Experience of working commercial partnerships to generate and increase revenue

Qualifications

Essential:

- A degree in science, business, law or other relevant qualification or similar practical experience

Performance Dimensions

At a high level, GNS Science recognises six **Performance Dimensions**: three relate to technical capability, one relates to leadership (if applicable) and two relate to the *way we work*. Below are the general expectations that are the minimum standards expected of all staff. There are also expectations that specifically relate to the career step associated with the role; you can find these on GNS Online.

Technical capabilities

Scope, complexity and innovation

- Enduring commitment to maintaining and developing skills and knowledge in area of expertise.
- Both the ability and desire to apply appropriate rigour, principles and practices to deliver quality work in a cost-effective manner.
- Acts in a manner that conveys high personal and professional standards.

- Open to coaching and feedback – incorporates suggestions to find better ways of doing things (to improve own and GNS Science performance).

Contribution to GNS Science / profession

- Establishes and maintains effective and collaborative working relationships – with colleagues and external individuals and groups.
- Both the ability and commitment to work in a culturally responsive and inclusive manner; respecting and valuing the diverse perspectives of individuals and groups.
- Takes an interest in early career colleagues, graduates and students – provides coaching and/or mentoring as appropriate. Supports initiatives to promote science careers.
- Prevents harm to self and others by carrying out duties safely and responsibly.

Delivery of work

- The ability and commitment to deliver pieces of work and projects on time to required quality, cost and benefit parameters.
- The application of appropriate project management rigour, principles and practices to delivering quality projects in a cost-effective manner

Behavioural expectations

Manaakitanga – we do the right thing

- Champions a positive working culture. Works and interacts with colleagues, external partners, stakeholders and customers in a way that is consistent with our values:
 - We are **CONNECTED** in our purpose; with each other, with partners and stakeholders and with our communities.
 - We are **INSPIRED** by our work to explore, challenge, innovate and aim higher.
 - We are **EMPOWERED** to be our best – valued for our differences, encouraged to contribute and enabled to grow and develop.

Bicultural commitment

- As a Crown Research Institute, GNS Science is committed to partnering with iwi/hapū and Māori communities and agencies to achieve their science aspirations.
- We do this in a way that is culturally appropriate (**tikanga**) and honours Māori and non-Māori worldviews (**te ao**).

These expectations are intended to support and guide the development of individual staff.