



Candidate Information

Position: Spinout Manager
School/Department: Enterprise Development
Reference: 22/110520
Closing Date: Monday 9 January 2023
Salary: £43,414 - £53,353 per annum.
Anticipated Interview Date: Monday 23 January 2023

JOB PURPOSE:

The Spinout Manager is a crucial role within the QUBIS team and is responsible for maintaining the flow of high-quality sustainable spinouts based on technology from within the University research base. The Spinout Manager is also responsible for enhancing the growth and value of the existing portfolio companies, generating a financial return to the University and demonstrating the University's economic impact by exiting from portfolio investments at an appropriate opportunity, and emphasising the commercial relevance and value of the University's research base. This activity takes place in the context of the local economy and the University's position within the Russell Group through a proactive promotional campaign to highlight the activity of the portfolio. This role provides the opportunity to work in a hands-on manner with leading edge technology ventures from their inception through various growth phases and to eventual exit and is a unique and exciting opportunity.

MAJOR DUTIES:

1. To help academic founders to identify, shape and appropriately structure spin-out or spin-in opportunities based around emerging innovative technology generated from, or in collaboration with, the Queen's University research and knowledge base.
2. To work closely with the Commercial Development team to develop, filter and assess the pipeline of new investment opportunities.
3. To help grow the spinout portfolio with a view to creating and demonstrating impact, creating value for the NI economy and creating value and capturing fair return for the University.
4. To assist academic founders in developing viable businesses and to secure an appropriate level of initial investment capital, along with the necessary resources.
5. To assist with early stage product/market fit validation activity.
6. To help grow a community of entrepreneurs from which to source suitable spin-out team members.
7. To appropriately structure share capital tables to incentivise those who will drive shareholder value.
8. To prepare investment proposals for relevant investment committees to support the development and growth of Queen's ventures.
9. Preparation and presentation of those investment proposals, along with investment updates (with specific recommendations for action) to committees as appropriate.
10. As directed by the Head of Spin Outs and Investments, to take nominee Non-Executive Board positions on behalf of QUBIS Ltd to both provide board level advice and guidance and to maximise shareholder value.
11. To contribute to developing the business plan for QUBIS Ltd, in alignment with the expectation of the University.
12. To directly represent Queen's University within a range of local business and government forums, promoting the commercialisation agenda of the University.
13. To directly engage with senior business people (regionally, nationally and internationally).
14. To work with the local venture capital and business angel communities to develop investment opportunities.
15. To maintain a broad knowledge of small company operations, providing relevant advice and guidance as and when required.
16. To keep abreast of current responsibilities and fiduciary duties as Non-Executive Board members.
17. To undertake any other reasonable duties in connection with the post.

ESSENTIAL CRITERIA:

1. A degree level qualification and/or a relevant post graduate or professional qualification. Or experience as below.
2. Substantial relevant experience and expertise in a commercial environment.
3. Established influencing and negotiation skills.
4. Ability to acquire a sound understanding of scientific concepts in order to evaluate their commercial potential.
5. Well-developed planning and organisational capabilities with ability to manage multiple deadlines.
6. Demonstrable sound commercial acumen and experience of securing return on investment.
7. Able to demonstrate a general understanding of the legal issues associated with spinout company formation and IP licensing.
8. Well-developed analytical skills and ability to analyse complex information to problem solve and/ or inform decision making.
9. Ability to communicate both orally and in writing and relate to others at all levels both internally and externally.
10. Excellent report writing and presentation skills with a well-developed critical and analytical approach to reviewing documentation.
11. Ability to work independently with a high level of self-motivation, whilst also working in a wider team.

DESIRABLE CRITERIA:

1. A research-based postgraduate qualification or degree; or a business or marketing qualification.
2. Experience in identifying and securing teams for University spin-out/spin-in ventures.
3. Experience of working with Boards at a senior level in a business environment.
4. Experience of identifying suitable sources of funding for early stage businesses.
5. Experience of working at an equivalent level, within a commercial or technology transfer environment, coupled with the ability to identify the commercial applications of academic research.