

Recruitment prospectus

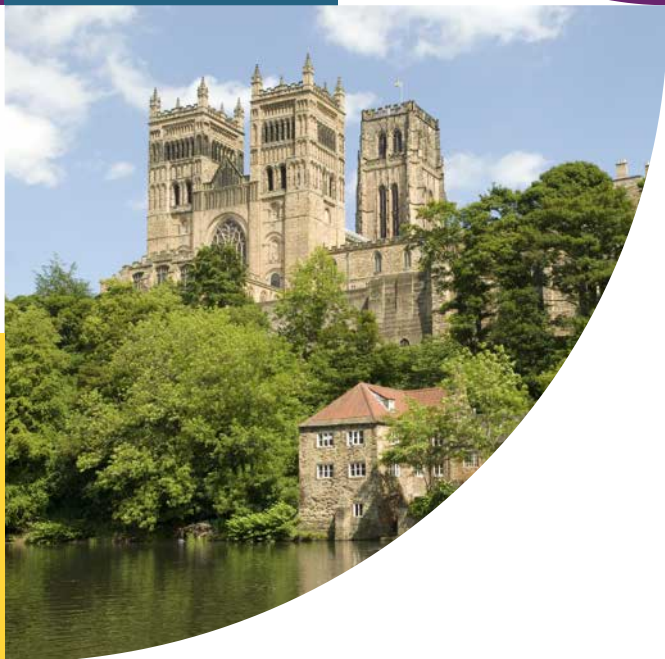
Head of Regional Commercialisation Programmes



UNIVERSITIES FOR
NORTH EAST
ENGLAND



Research
England



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UNIVERSITIES FOR
**NORTH EAST
ENGLAND**

Background: Strategic Research Commercialisation in the North East

Since 2018, the five North East universities have worked increasingly closely to build a strong collaboration to commercialise our research through the creation of high-growth businesses. Since launching the Northern Accelerator programme, 54 spinouts have been created, catalysing new investment and jobs.

Supported by Research England's CCF-RED fund with £8.9m in funding over a five year period, the Strategic Commercialisation Eco-system North East (SCENE) programme represents an exciting next phase in our regional collaboration with the aim of wrapping new activities around and into Northern Accelerator to strengthen our support for the spin out process, and building new services and activities to extend successful research commercialisation in new areas, such as licensing and commercial partnerships.

Underpinning these propositions is the creation and development of a structured and connected ecosystem around University research commercialisation, drawing together partnerships with business, investors and institutions to drive a sustainable step-change in our impact.

Through the delivery of seven workstreams over a five year programme, SCENE will:

- Strengthen and expand the region's ecosystem, engaging businesses, sector bodies, Catapults and investors more actively in commercialising university research;
- Expand the pipeline of high-quality, investible new spinouts;
- Support growth for existing spinouts, helping secure them for the long-term;
- Increase adoption of university IP by businesses of all sizes in strategic sectors;
- Attract new UK and international investment into the formation and growth of research-led businesses; and
- Enhance structures, systems and leadership to support regional commercialisation ambitions.

SCENE is led by Durham University and involves as key partners the other four North East Higher Education institutions – Newcastle, Northumbria, Sunderland and Teesside – who come together through Universities for North East England (UNEE).

SCENE is also supported by a number of strategic partners – our two Combined Authorities in the North East and Tees Valley, Catapults, Business Support organisations and key businesses as well as associated universities in York and Cumbria.

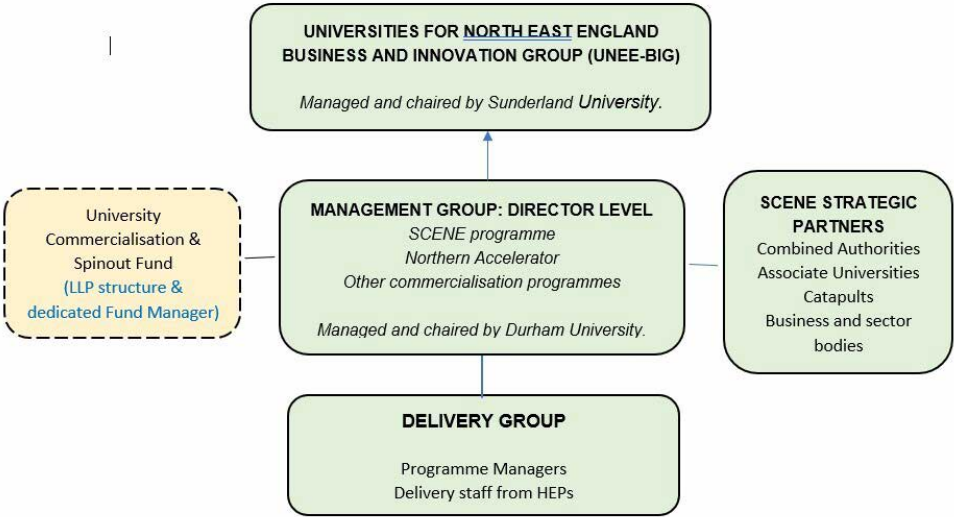
For a conversation about the role or any further information please contact Richard Baker, Director of Economic Development, Commercialisation and Policy on richard.i.baker@durham.ac.uk.



The role

Both the SCENE and Northern Accelerator programmes are led and hosted by Durham University on behalf of the North East universities. The Director of Economic Development, Commercialisation and Policy (the Director of EDCP) at Durham University is the Accountable Officer for the programmes and the lead sponsor on behalf of the Business and Innovation Group of UNEE.

The Head of Regional Commercialisation Programmes will report to the Director of EDCP and be responsible for the delivery, integration and ongoing development of this group of programmes. The postholder will also liaise closely with the structures supporting the new University Commercialisation and Spin Out fund (see figure below).

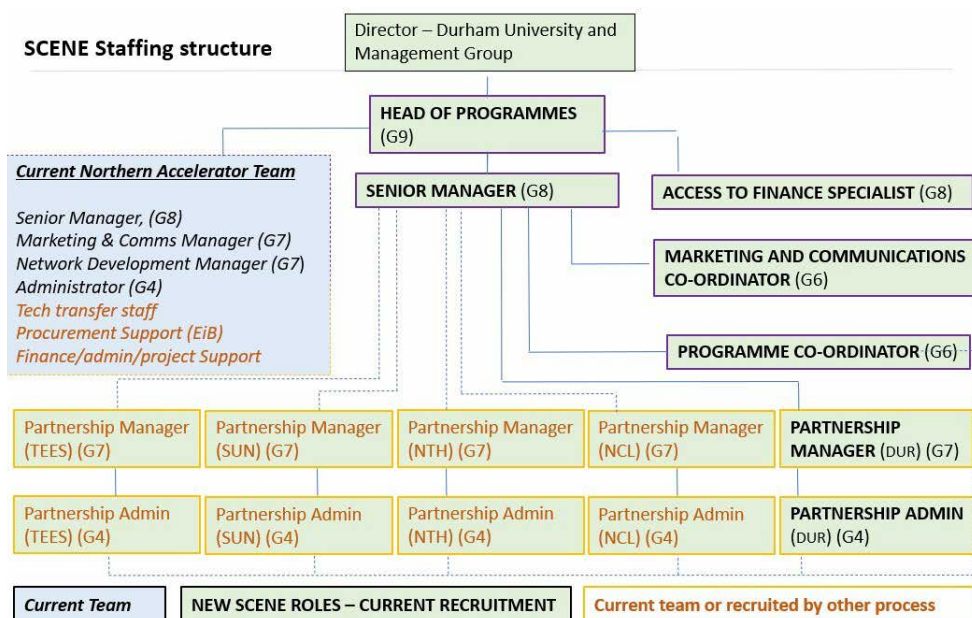


Looking forward, the postholder will work with the five Universities and the wider network of strategic partners to develop new opportunities to promote successful Research Commercialisation.

The postholder will lead and bring together the core team currently supporting the Northern Accelerator programme alongside new staff appointed through the SCENE programme ensuring close integration in delivering the objectives of the programmes. This will include the postholders appointed within each of the five institutions to support these programmes (see figure overleaf).

The postholder will be responsible to the Director of EDCP and the Management Group for the effective management and development of the resources available for delivering the programmes, taking into account the requirements and expectations of funders and drawing on best practice from within the partner institutions and the wider university sector.

The role (continued)



The department

The postholder and the Durham based members of the Team of staff will sit within Durham University's Research and Innovation Services (RIS) team. RIS is a professional services directorate at the heart of Durham University.

We provide expertise, leadership and support to academics and professional colleagues across the University for all research, research-related, knowledge exchange and economic development activities. Our aim is to strengthen Durham's role at the leading-edge of research and innovation, inspiring extraordinary change across the world and in our region. Our vision is to facilitate world-leading research and knowledge exchange through a high-performing, high-quality service.

Boldon House

The team is based in our exciting new professional services hub at Boldon House, which is located on the outskirts of Durham near the Arnison Centre in Pity Me. Boldon House brings professional services teams together across the University in a vibrant office environment which supports collaborative working and is designed to embrace hybrid working.

Person specification

When you apply it is important that you let us know what skills/experience you have from a similar role and/or what skills/experience you have which would make you right for this role. Where a criteria has an asterisk ** next to it, it may be given additional weighting when your application is considered. Your application should cover the following criteria:

Essential criteria

Qualifications/experience

1. Educated to degree level (or equivalent experience).
2. Demonstrable experience of successfully delivering complex programmes and activities in large organisations and across networks of organisations.**
3. Experience of developing new projects and interventions which can align organisational objectives around research commercialisation to the needs and ambitions of partners and funders to secure investment.
4. Experience of managing and developing internal or external networks to share and discuss good practice and to leverage the expertise of network participants. The capacity to develop strong and productive working relationships and deliver services at scale.**
5. Experience of working in a highly visible and complex partnership environment, balancing stakeholder requirements and managing internal and external communications activity.
6. Track record of cross-functional human resource management and development across a service team or teams, preferably supported by an enhanced management qualification.
7. Knowledge or experience of at least one of the key technology areas underpinning the commercial activities of North East universities.
8. Experience of working in or with Universities.

Knowledge

9. An understanding of the rationale and role of Universities in exchanging knowledge with external partners, businesses and other organisations and the particular role of commercial activity in the knowledge exchange framework.
10. An understanding of different commercialisation and innovation processes available to Universities and the capacity to design and deliver interventions to support these.**
11. Knowledge of the environment around business investment at different stages of development, and an ability to work closely with investment managers.
12. An understanding and ability to build strong partnerships and joint action across organisations and sectors to deliver on shared objectives, including with funders.

Skills and abilities

13. Excellent spoken and written communication skills including the ability to develop effective working relationships and consensus for action, both internally and externally.
14. Strong digital competence across a range of digital devices and apps including digital communications tools, Microsoft 365 applications, business systems including those to manage organisations and programmes, and manage and grow stakeholder relationships.
15. To oversee the development of compelling business cases for public or private investment.
16. The ability to lead robust and detailed programme management, monitoring and reporting across both financial and internal and external performance metrics.
17. Commitment to continuing professional development to maintain professional recognition.
18. Extensive knowledge and experience of ensuring compliance with regulatory and organisational policy and guidelines.
19. Ability to contribute to planning and development at operational and strategic levels.
20. Ability to solve problems and decide on and plan appropriate solutions.
21. The capacity to identify EDI issues related to innovation and commercialisation and to develop responses which can promote a more diverse and inclusive commercialisation ecosystem in the North East.

Person specification continued...

Desirable criteria

- 22. A higher degree (Masters or Doctorate) in a key technology area underpinning the commercial activities of North East universities.
- 23. Experience of successfully operating in the regional political and economic development environment and an understanding of drivers to economic development and regeneration.

Further information about the role and responsibilities can be found on the job description through our online portal. Please create an account (if not done so already) and access via the University website: [Work With Us.](#)

How to apply

To progress to the assessment stage, candidates must evidence each of the essential criteria required for the role in the person specification above. It will be at the discretion of the recruiting panel as to whether they will also consider any desirable criteria, but we would urge candidates to provide evidence for all criteria. Please don't forget to check if there is any weighted criteria (see above).

While some criteria will be considered at the shortlisting stage, other criteria may be considered later in the assessment process, such as questions at interview.

Submitting your application

We prefer to receive applications online, through our e-recruitment system. Search our roles via the the University website - [Work With Us.](#)

We will update you about your application at various points throughout the selection process, via automated emails from our e-recruitment system. Please check your spam/junk folder periodically to make sure you have not missed any of our updates.

What you need to submit:

- A CV.
- A supporting statement of not more than four pages which outlines how you meet all of the essential criteria within the Person Specification.

Useful links

- [Helping Business - Durham University](#)
- [Home - Northern Accelerator](#)
- [Universities for North East England - Durham University](#)
- [£30 million to grow regional research commercialisation ecosystems - UKRI](#)
- [University spinouts to grow industries of the future with new government backing - GOV.UK](#)

About Durham University

At Durham University we are proud of our people. A globally outstanding centre of educational excellence, a collegiate community of extraordinary people, a unique and historic setting – Durham is a university like no other.

We believe that inspiring our people to do outstanding things at Durham enables Durham people to do outstanding things professionally and personally.

Across the University we have a huge variety of roles and career opportunities, which together make us a large and successful community, which is a key hub of activity within our region and nationally.

We would be thrilled if you would consider joining our thriving University. Further information about the University can be found [at Durham University: About us.](#)

Find out more about the benefits of working at the University and what it is like to live and work in the Durham area on our [Why Join Us? - Durham University.](#)



Durham City

Durham University is committed to equality, diversity and inclusion

Our collective aim is to create an open and inclusive environment where everyone can reach their full potential and we believe our staff should reflect the diversity of the global community in which we work.

As a University, equality, diversity, and inclusion (EDI) are a key part of the University's Strategy and a central part of everything we do. We also live by our values and our Staff Code of Conduct. At Durham we actively work towards providing an environment where our staff and students can study, work and live in a community which is supportive and

inclusive. It's important to us that all of our colleagues are aligned to both our values and commitment to EDI.

We welcome and encourage applications from members of groups who are under-represented in our work force including people with disabilities, women and black, Asian and minority ethnic communities. If you have taken time out of your career, and you feel it relevant, let us know about it in your application. If you are a candidate with a disability, we are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to support the interview process wherever it is reasonable to do so and, where successful, reasonable adjustments will be made to support people within their role.

Working at Durham

A competitive salary is only one part of the many fantastic benefits you will receive if you join the University: you will also receive access to the following fantastic benefits:

- Staff leave includes 30 Days annual leave per year in addition to 8 public holidays and 4 customary days per year – a total of 42 days per year (Please note that the University closes between Christmas and New Year and these days are included in this number).
- We offer a generous pension scheme, as a new member of staff you will be automatically enrolled into this University Superannuation Scheme (USS).
- No matter how you travel to work, we have you covered. We have ample parking across campus, a cycle to work scheme which helps you to buy a bike and discount with local bus and train companies.
- There is a genuine commitment to developing our colleagues professionally and personally. There is a comprehensive range of development courses, apprenticeships and access to qualifications and routes to develop your career in the University. All staff have dedicated annual time to concentrate on their personal development opportunities.
- Our support for health and wellbeing includes discounted membership for our state of the art sport and gym facilities and access to a 24-7 Employee Assistance Programme.



- The on site nursery is available plus access to holiday camps for children aged 5-16. We have a range of family friendly policies, including maternity and adoption leave, which are among the most generous in the higher education sector (and likely above and beyond many employers).
- We facilitate and support volunteering, with five days per year paid time allowed for individual or organised staff volunteering activities to make a difference in the local community.
- Discounts are available via our benefits portal including; money off at supermarkets, high street retailers, IT products such as Apple, the cinema and days out at various attractions.
- A salary sacrifice scheme is also available to help you take advantage of tax savings on benefits.
- If you are moving to Durham, you may be eligible for help with removal costs and we have a dedicated team who can help you with the practicalities such as house hunting and schools. If you need a visa, we cover most visa costs and offer an interest free loan scheme to pay for dependant visas.
- Discover more about our total rewards and benefits package: [**Durham Rewards and Benefits.**](#)

Contact

For a chat about the role or any further information, please contact:

Richard Baker
Director of Economic Development and
Commercialisation

E: richard.i.baker@durham.ac.uk

Other information

Please note that in submitting your application Durham University will be processing your data. We would ask you to consider the relevant University Privacy Statement [Privacy Notices - Durham University](#) which provides information on the collation, storing and use of data.

When appointing to this role the University must ensure that it meets any applicable immigration requirements, including salary thresholds which are applicable to some visas.

durham.ac.uk

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