



## POSITION AT WITS ENTERPRISE

Wits Commercial Enterprise (Pty) Ltd is a private company, wholly owned by the University of the Witwatersrand, Johannesburg, which is mandated to perform the function of office of technology transfer of the University, through the Innovation Support Unit. The mission of the unit is to help Wits researchers navigate the innovation journey towards viable ventures. Wits Enterprise is also involved in the marketing and commercialisation of the University's intellectual capital through short course management as well as contract research and consulting support. It is based at the Professional Development Hub on the Wits East Campus, Empire Road, Braamfontein, Johannesburg.

## Senior Innovation Support Manager

(Closing date 9 January 2020)

Reporting to the Director Innovation Support, the incumbent will inter alia, be responsible for management and commercialisation of a suite of the university's innovations, directly and through other team members in the Innovation Support unit. Responsibilities will also include the defining, obtaining required approval for, and implementing commercialisation strategies, including prosecution of registered intellectual property (IP), negotiating deals with commercialisation partners and establishing spinouts. More information is detailed below.

### QUALIFICATION AND EXPERIENCE REQUIREMENTS:

#### **Minimum Requirements**

The successful incumbent shall have as a minimum:

- A bachelor's degree in engineering and/or science (NQF level 7 or higher)
- 8 years' relevant experience in at least 3 of the following innovation development and commercialisation specialist areas :
  - o Technology research and development towards viable products/services
  - o Commercialisation e.g. identifying prospective partners/funders, leading the negotiation and execution of at least 3 commercialisation/funding deals.
  - o Establishment of spinouts, including negotiation of agreements underpinning/funding the spin out
  - o Fund raising for development and commercialisation of innovations and/or a management role in a Seed / Technology Development / Venture Capital Fund including development/review of business plans, financial models and undertaking due diligence
  - o IP management e.g. procuring and/or reviewing novelty opinions, registered IP prosecution, IP due diligence
- Proven ability to work in a team, and achieving outputs directly and through other team members who may have less experience, through evidence of successfully managing a team of people and/or complex projects/processes
- Experience in working with a range of stakeholders, including researchers/innovators, funders, etc.
- A proven passion for /commitment to, the development and commercialisation of innovations emanating from research
- Appreciation of the typical processes involved in, and challenges of, protecting and commercialising IP created in research intensive institutions
- Understanding of the IPR Act and compliance requirements of a technology transfer office
- Excellent communication skills, proven ability to work across a range of different disciplines, as well

as excellent organisation skills and attention to detail.

### **Desirable Experience and Qualifications**

- Master's degree in Life Sciences, Biotechnology and/or Engineering, or an MBA (NQF level 9 or higher)
- Working in
  - a University/research institution technology transfer office and/or
  - organisation funding innovation development/commercialisation, and/or
  - technology based business incubator.
- 13 years working experience
- Registered Technology Transfer Professional status (through ATTP)
- Current studies and/or qualifications in business or management disciplines.
- Proven ability to identify opportunities outside of the core processes/activities of a traditional technology transfer office, and driving their implementation.

### **Other Critical Requirements**

Applicants **must** be currently residing in South Africa, as well as hold South African citizenship OR a South African work permit valid until 2024.

### **JOB SPECIFIC FUNCTIONS: INNOVATION SUPPORT MANAGER**

1. Soliciting and Managing Innovation Disclosures, and associated IP Management
  - Awareness raising and promotion of the value of innovation as an outcome of research through participation and/or presentations to faculty, meetings with innovators, etc.
  - Preparing reviews of commercial potential of innovations, and recommendations on commercialisation strategies, including market analyses, protection strategies, etc.
  - Managing all aspects of the process for securing statutory protection for specific innovations.
2. Commercialisation
  - Undertake directly, or through other resources available in the unit, market and industry analysis and marketing of innovations to identify and secure interest of potential commercialisation partners
  - Participate in conferences/trade shows with the relevant innovator(s) to secure interest from potential partners
  - Work closely with innovators to provide advice and clarify processes to be followed, engage in discussions on IP and commercial strategies, agree benefit sharing arrangements where there is more than one originator, etc.
  - In consultation with the innovator(s), as well as the Wits Enterprise Research Support unit, to develop proposals and secure funding for development and commercialisation of innovations, including but not limited to the Wits Seed Fund, to ensure meaningful outcomes are achieved, and to deliver sound reporting to stakeholders/funders
  - Prepare draft term sheets for commercial deals for review and approval of mandate from the Director Innovation Support and relevant principals in Wits, as well as concluding deals within the mandate parameters including supporting the drafting of agreements
  - Development of business plans and financial models for spinouts, soliciting potential investors/partners, preparing draft term sheets for the transaction including IP arrangements, shareholder agreements and/or investment agreements etc for review by Director Innovation Support, obtaining approval of mandate, as well as negotiating within the mandate parameters to successfully establish and, where applicable, capitalise the spinout
  - Manage receipt of royalties or other consideration and disbursement to the University and inventors.
  - Identifying and establishing commercialisation channels/opportunities
  - Engaging with a broad range of stakeholders from researchers/innovators, Wits Enterprise and

University management, investors, commercial partners, external entrepreneurs, incubators, etc.

### 3. General Management

- Assist in all organisational, management (including the unit's management systems) and administrative activities of the office to ensure optimal functioning of the office
- Manage and/or support the unit's initiatives and programmes to reach Wits innovators and support their innovation journeys
- Manage and/or support preparation of various submissions to NIPMO including disclosures, referrals, IP Fund rebate submissions, etc.
- Prepare inputs to and/or, manage audits of and/or review submissions to funders (Wits, NIPMO, etc) in respect of reports required, capacity development initiatives, etc.

### 4. Additional / Developmental Functions

- Provide assistance to, and work with, less experienced staff in the Innovation Support unit, to ensure their growth and development, and in so doing develop/improve own management and leadership skills
- Participate in internal and external workshops, conferences etc. to broaden own skills and contribute to the profession.
- Any other functions/activities as may be required by the Director and other Wits Enterprise/Wits principals.

## **APPLICATION PROCEDURE**

Please prepare an application as follows:

- (i) Covering letter indicating the post you are applying for, and clearly outlining
  - your skills and experience and how these lend themselves to the requirements for the job,
  - your motivation for applying and reasons for leaving the current position,
  - your most recent/current total annual cost to company remuneration,
  - the names and contact details of at least three (3) references, indicating their relationship to you.
- (ii) A comprehensive CV
- (iii) A copy of your identity document or work permit, as applicable.
- (iv) Proof of residence

Submit the above to: [recruitment.witsenterprise@wits.ac.za](mailto:recruitment.witsenterprise@wits.ac.za) indicating the position applied for clearly in the subject line. Wits Enterprise reserves the right not to consider applications that do not include all of the above.

## **Closing date: 9 January 2020**

Wits Enterprise pursues the principles of employment equity and reserves the right not to make an appointment. As indicated above, only applicants currently residing in South Africa, with South African citizenship or work permits valid until at least 2024, will be considered. Communication will be with short listed applicants only.