

CANDIDATE PACK

MANAGING DIRECTOR
INNOVATE SURREY LIMITED (ISL)

APPLICATION CLOSING DEADLINE:
23:59, SUNDAY 15TH SEPTEMBER 2024





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MESSAGE FROM OUR VICE CHANCELLOR



FORWARD THINKING AND DOING

Surrey is made up of many talented individuals who make us a great institution. And working together with partners and collaborators from institutions, businesses and governments make us even stronger.

Since the University's founding in the 1960s, and before that at Battersea College, our community has thrived on strong connections with the world outside our campus. This spirit of collaboration is evident across the University today at every level. It informs our teaching, adds value to our research and increases our impact – connecting people with ideas, students with opportunities and businesses with technology.

Collaboration begins with the connections we make in our community, supporting projects that make a difference locally, and extends to our global partnerships that are enabling transformative research and innovation that brings great benefits to society.

From pioneering the world's first small satellites to inventing the strained-layer quantum well laser, Surrey has consistently been at the cutting edge of technology. The university has also been instrumental in developing standards and technologies for 5G and 6G telecommunications, further cementing its role as a leader in tech innovation.

The impact of Surrey's research plays a significant role around the globe and will continue to do so as we invest in our students and strong research capabilities. Our pan-university Institute for People-Centred Artificial Intelligence aims to augment human capabilities by delivering benefits of Artificial Intelligence to all. The new Surrey Institute for Sustainability will maximise the positive impact of our research in sustainable living, net-zero energy and clean air.

The Surrey Medical School will train a new generation of doctors and investigate innovative solutions to healthcare for humans and animals.

There's real energy, momentum and ambition to Surrey and our reputation, as evidenced by numerous rankings, remains on an upward trajectory. I'm excited to be able to share with you how we're taking that energy forwards into the future guided by our values of;

- **Inclusion** - to value everyone in our community
- **Inspiration** - to find it in ourselves and each other
- **Innovation** - to work together to make tomorrow better than yesterday
- **Integrity** - to do the right thing, individually and collectively

At Surrey, we are continuously redefining and joining together the many spheres that surround us – from real worlds to virtual ones, and from the worlds inside ourselves to those at the farthest reaches of our imagination.

Join the University of Surrey and be part of an exciting new era.

Professor G Q Max Lu AO DL FAA FTSE
President and Vice-Chancellor
University of Surrey

See our [Key Facts and Figures](#) here.
Find out more here about [Sustainability at Surrey](#)



JOIN OUR GLOBAL SUCCESS STORY

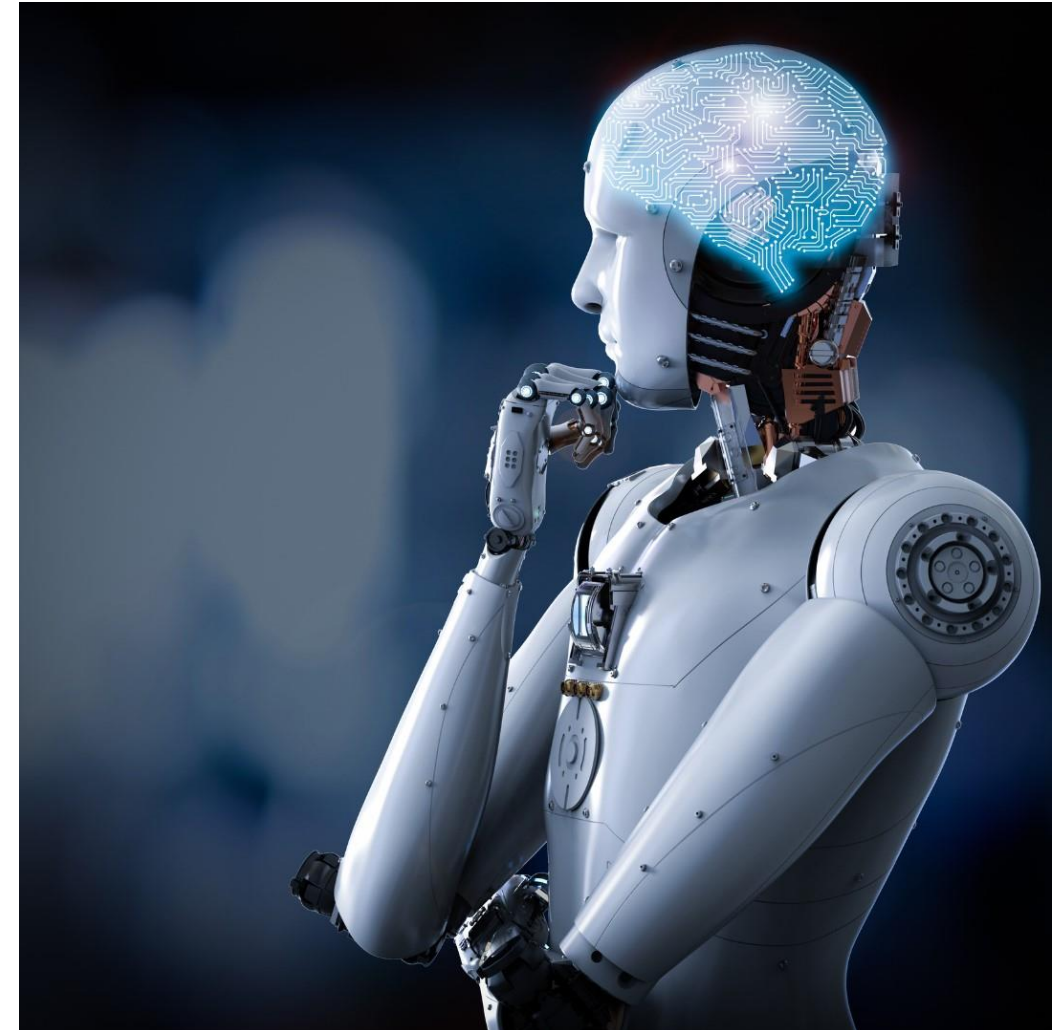


Surrey is recognised for excellence in both teaching and research, which is why national rankings put the University in and around the top 20, and within the top 200 internationally. We were proud to come 19th in the UK in the most recent Research Excellence Framework for the quality of our outputs; and overall to be regarded as being one of the fastest rising institutions overall.

Not only is Surrey known for high-quality research, it is recognised for doing research that makes a difference. That is why we were also delighted to be ranked 55th in the world for impact in the Times Higher Education league table.

Our students continue to give us remarkably positive feedback on the quality of their educational experience. In the 2024 National Student Survey, our students gave us an overall satisfaction rating of 84.7 per cent putting us 11th in the UK.

These measures of success only tell part of the story. It is not what we achieve but how we achieve it that matters to us. We succeed by being inclusive and we succeed by being collaborative. And we value collaboration, not just between scholars but with the wider regional and global community, and with industry and government.



OUR AIMS



1. We will deliver world-leading research and innovation through our ecosystem of frontier disciplinary excellence and challenge-facing, interdisciplinary pan-University research institutes, working collaboratively and openly with a wide range of international partners.
2. We will deliver and translate our research into impact that benefits society locally, nationally, and globally, through entrepreneurship and by working in partnership with industry, NGOs, and governments.
3. We will build a supportive, inclusive, diverse and open research culture and environment that inspires, energises, and motivates staff and students and attracts and retains talent across disciplines.
4. We will actively involve the public in our research advancements, sharing our progress and discoveries with society and proactively seeking opportunities to inspire and inform and engage citizens in our work.



EQUALITY, DIVERSITY AND INCLUSION



AT SURREY, WE ARE VERY PROUD OF THE DIVERSITY WITHIN OUR COMMUNITY AND ARE COMMITTED TO PROVIDING AN INCLUSIVE ENVIRONMENT THAT OFFERS EQUITABLE OPPORTUNITIES FOR ALL

We strive for Surrey to be a place where everyone feels welcomed, valued and safe. Our vision to be a leading global university relies on our proven ability to attract the best people from the UK and internationally to work and study here; this can only be achieved when we work together to create a truly inclusive culture.

Our Equality, Diversity and Inclusion (EDI) Plan 2020-2025 lays out our aims to develop our inclusive and supportive culture, eliminate discrimination, harassment and victimisation, and advance equality of opportunities. Across University of Surrey, we are working actively towards fulfilling our EDI Plan targets and encourage everyone to engage with and participate in its progress. To achieve culture change, we are working to embed EDI in all teaching and learning, research and partnerships, as well as supporting our professional services colleagues. This will enable a self-sustaining process that will support EDI in becoming 'second nature' for our community.

See the plan here [Equality, Diversity and Inclusion Plan 2020 - 2025](#)

We are proud members of the Race Equality Charter and the Athena SWAN Charter for gender equality (holding University and departmental awards). We are also a Stonewall Diversity Champion and a committed Disability Confident employer.

Our AccessAble app provides accessibility support to people who need it around our campus and we have thriving staff networks and equality groups that support our work in all our areas of equality (gender, race/ethnicity, LGBTQI+, disability and faith).

[Watch our Inclusion Video](#)



INNOVATION



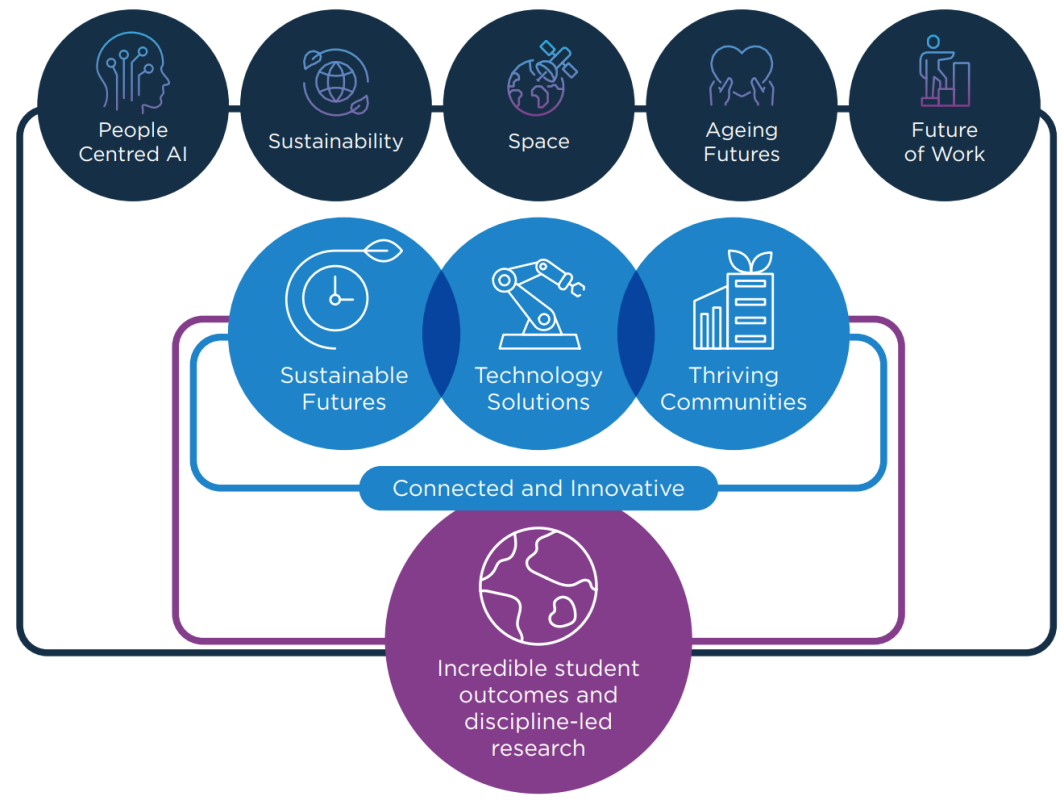
The University of Surrey has an impressive heritage in finding solutions to challenging real-world problems. We live and work by our values: we are innovators.

Our vision for 2041 is for Surrey to build upon these deep foundations, to be recognised internationally as a hub for game-changing innovation, delivering excellence in research in close collaboration with our commercial and governmental partnership network.

We will deliver solutions to the world’s most pressing and challenging problems through pioneering, cross-disciplinary research and innovation across the breadth of our disciplines.

Recognising that the most inspiring environments to work in are diverse, inclusive, open, and supportive, our research culture will make Surrey a magnet to attract, nurture and retain top talent.

We will build on our rich heritage in innovation and economy to cultivate strong partnerships with a diverse array of collaborators, and drive real-world impact, providing solutions to the world's most urgent and complex problems.





WELCOME MESSAGE FROM THE PVC RESEARCH AND INNOVATION



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Welcome to an exciting opportunity at Innovate Surrey Ltd, the University of Surrey's dynamic new commercialisation unit! As we embark on a journey to transform groundbreaking research into impactful real-world solutions, we are seeking a visionary Managing Director to lead this ambitious initiative.

In recent months, we have redefined our Research, Innovation, and Impact (RII) portfolio to better support our academic and research community. Our new 2041 Research and Innovation Strategy lays the groundwork for continued excellence and growth, emphasizing our commitment to an inclusive research culture and cutting-edge innovation.

Innovate Surrey Ltd will be at the forefront of these efforts, fostering a vibrant ecosystem where innovative ideas thrive and translate into successful enterprises. As Managing Director, you will spearhead the development of strategic partnerships with industry, government, and other key stakeholders, driving forward our mission to deliver real-world impact.

If you are passionate about leading a transformative journey in research and innovation, we invite you to join us at Surrey, where your leadership will shape the future of innovation in our region and beyond. Together, we can achieve remarkable outcomes and set new standards in commercialisation and research excellence.

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Find out more about Research and Innovation at Surrey [here](#)

**PROFESSOR LISA COLLINS, PRO-VICE CHANCELLOR
RESEARCH AND INNOVATION**

INNOVATE SURREY LIMITED (ISL)

From space technology, quantum laser and automobile design to telecommunications and disease detection, Surrey's research has long been at the cutting edge of some of the UK's most exciting and disruptive innovations.

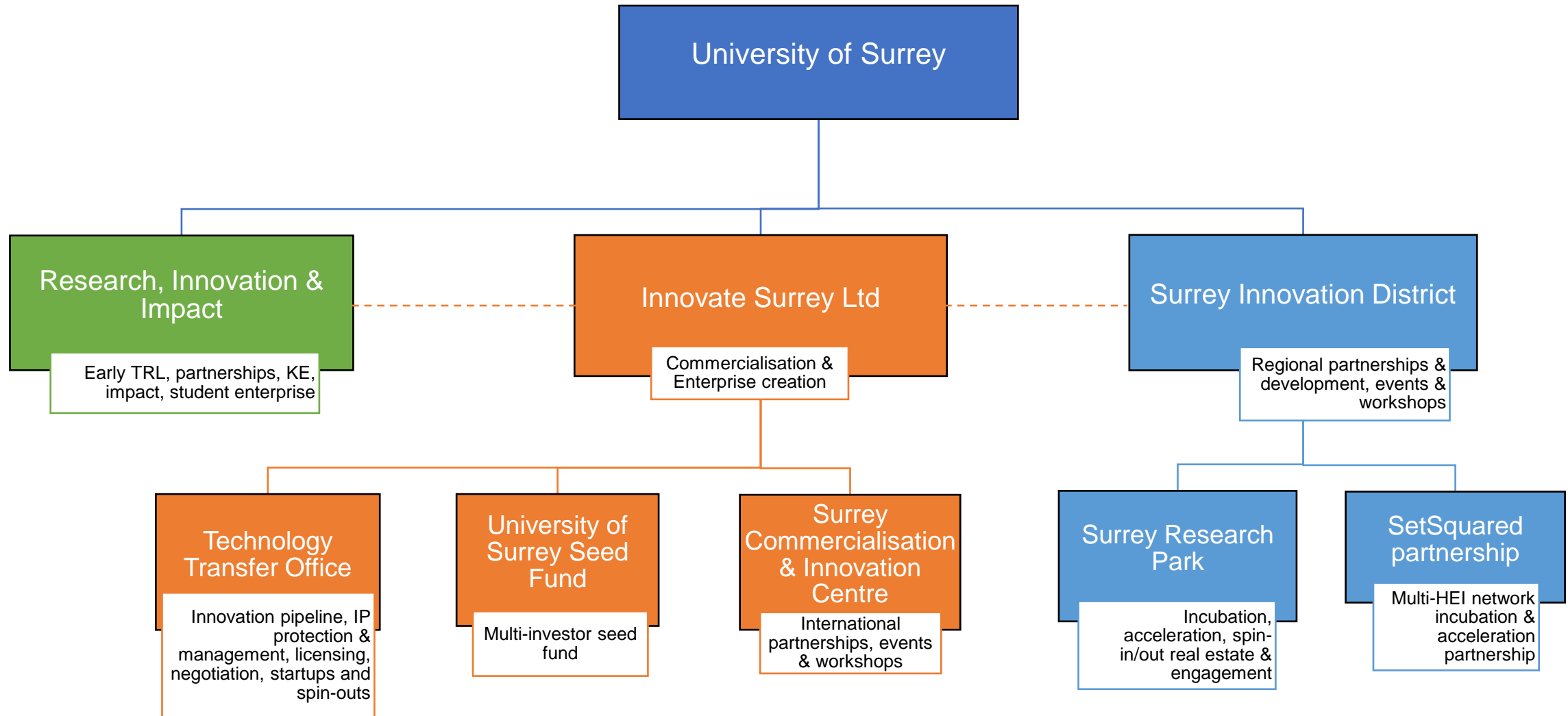
We have big ambitions to grow our innovation ecosystem and we are looking for an experienced, driven, creative and collaborative leader to direct our newest venture, Innovate Surrey Ltd, driving commercialisation and enterprise activity across the university and taking it to new levels and supporting our ambition to be recognised internationally as a hub for game-changing innovation.

Through the new development of Innovate Surrey Ltd (ISL), this role will steer an ambitious course for innovation at Surrey. It will empower researchers, students, and industry to pursue their innovation journey, consistently enhancing value at every stage. ISL's commitment to excellence will result in outstanding commercial achievements and knowledge sharing, enhancing the University's reputation and stature, while also driving greater financial returns to sustainably support its future growth and initiatives.

The four key objectives for ISL are:

- 1) To enhance the University's innovation ecosystem, including industry engagement, commercialisation of intellectual property, development of spinouts, spin-ins, start-ups, and scale-ups.
- 2) To maximise funding opportunities for research commercialisation activities including promoting awareness and support to the academic community.
- 3) To contribute significantly to the University's research impact and address global challenges through innovation and knowledge exchange.
- 4) To uphold and propagate the University's values of inclusion, integrity, innovation, and inspiration through ISL's operations and strategic initiatives.

ORGANISATION CHART



ROLE RESPONSIBILITIES



Aims of the Role

The Managing Director of Innovate Surrey Ltd (ISL) will lead the company in its mission to maximise the economic and social impact of the University of Surrey's intellectual property (IP) and other academic expertise. The role encompasses managing IP identification, protection, and commercialisation, as well as managing and growing the university seed funds, through collaborations with venture funds and the investment community.

The Managing Director will collaborate closely with the Director for Surrey Innovation District, and Director of Research, Innovation and Impact (RII) to enhance industry engagement and development of strategic business partnerships through commercialisation activity.

Salary - up to £115k, dependent on experience, plus performance related bonus

Location - Surrey Research Park/Stag Hill Campus

Flexible working - Many of our colleagues work flexibly in different ways and we will be happy to discuss options with you.

- **Strategic Leadership and Vision** - Develop and execute ISL's strategic plan in alignment with the University of Surrey's mission and values, focusing on innovation, inspiration, integrity, and inclusion. Provide dynamic leadership to drive ISL towards achieving its strategic objectives, ensuring exceptional value returns, and reinforcing the University's leadership in innovation and research commercialisation.
- **Commercialisation** – Lead on the commercialisation of IP, including management of the license portfolio and supporting license activity, the development of spinouts, spin-ins, start-ups, and scale-ups. Oversee the identification, protection, and commercialisation of intellectual property generated within the University, ensuring strategies are in place for maximising their economic and social impact. Ensure the visibility of the pipeline and that appropriate approvals and procedures are effective and understood by the University community and external parties. Generate income for the University in the form of royalties, licenses and equity stakes in spin-out companies; drafting and signing Heads of Terms, license agreements and other legal documents such as the Shareholders Agreements for spin-out companies.
- **Collaboration and Partnership** - Facilitate and strengthen collaborations with venture funds, the investment community, businesses, government agencies, and academic networks to support ISL's mission. Build and maintain strong relationships with internal and external stakeholders to enhance ISL's visibility and attract funding and investment opportunities.
- **Governance and Risk Management** - Work closely with the ISL Board to ensure effective governance, strategic oversight, and compliance with relevant regulations and policies. Implement risk management strategies to effectively mitigate potential risks to ISL and its subsidiaries.
- **Performance Management** - Monitor and review the performance of ISL and its subsidiaries against strategic objectives and financial targets. Report regularly to the ISL Board and the University of Surrey's Council on ISL's performance, strategic direction, and financial returns. The post holder is expected to operate with a high degree of autonomy, whilst aligning activities within the overall R&I Strategy.

SPECIFIC DUTIES



Lead the strategic development of ISL, and manage the operations including budgeting, planning, and resource allocation.

Provide leadership and oversight over University of Surrey Seed Fund and its growth, Technology Transfer office, and the Surrey Centre for Innovation and Commercialisation, build later phase support and provide other relevant innovation and commercialisation activity including supporting student enterprise activities.

Oversee the development and provision of IP and commercialisation training for researchers.

Provide oversight, tracking and monitoring of the financial performance of subsidiaries such as startups or spinoffs, identifying areas for improvement, providing regular reports on performance to the board and making recommendations for action.

Provide effective line management of the ISL team, providing an escalation point for the team and being responsible for staff performance.

Be the primary point of contact for the board chair, board and PVC Research and Innovation, and ensure they are well briefed and board papers well prepared.

Lead and manage special projects and initiatives as assigned by the board.



ESSENTIAL CRITERIA

The post holder must be able to demonstrate the following essential skills and experience required for the role:

- Bachelor's degree in Science, Engineering, or Business Administration, Management, or related field. MBA or advanced degree preferred.
- Experience in a relevant leadership role, preferably with significant investment or university commercialisation experience.
- A strong commitment to our University values of inclusion, integrity, innovation, and inspiration.
- Strong leadership skills and a proven track record of delivering results in a complex, challenging environment.
- Excellent communication and people skills, with the ability to collaborate effectively with stakeholders at all levels of the organisation.
- Strategic thinking and problem-solving skills, with the ability to analyse complex issues and develop creative solutions, while upholding our commitment to innovation.
- Ability to prioritise and manage multiple projects simultaneously while meeting tight deadlines.
- Ability to network and develop business partnerships and attract investments to commercialise early-stage IPs.



HOW TO APPLY

Application Process:

Please submit a comprehensive CV and a cover letter outlining your suitability for the role, addressing the key responsibilities and qualifications

Closing Date:

23:59, Sunday 15th September 2024

Further Information:

For further information about the role, please contact Professor Lisa Collins, Pro-Vice Chancellor Research and Innovation, via l.collins@surrey.ac.uk





UNIVERSITY OF SURREY

For more information contact Professor Lisa Collins, Pro-Vice
Chancellor Research and Innovation, via l.collins@surrey.ac.uk

