

Director of Enterprise and Commercialisation

Job Description	
College/Service Research, Knowledge Exchange and Enterprise	Location Various UAL sites
Contract Length Fixed Term – 2 years	Hours per week / FTE 37
Accountable to Deputy-Vice Chancellor, Research, KE and Enterprise	Weeks per year 52
Salary £80,000 (plus) per annum	Grade Individual contract
<p>What is the purpose of the role?</p> <p>UAL has the most enterprising students and graduates of any UK university. This role will provide strategic leadership in the development of a world class infrastructure to enable the enterprising ideas of our students, graduates and staff to have the greatest positive impact for society. The post-holder will be required to:</p> <ul style="list-style-type: none"> • work with colleagues across UAL to develop a clear vision and set of strategic objectives for new enterprise creation and research/IP commercialisation (incl. spin-outs) across our constituent Colleges and Institutes, with a focus on all forms of enterprise and commercialisation aligned with UAL's social purpose; • conduct primary and secondary benchmark research, as well as applying existing specialist knowledge and experience, towards developing an evidence base that underpins the chosen strategic priorities, policies and models that will enable delivery of the vision and objectives; • work with senior colleagues across Colleges, the RKEE directorate, and Social Purpose Group to also co-design the strategic and operational infrastructure and business model(s) required to deliver on the agreed vision and objectives, and to develop the business case(s) for any additional investment required; • provide subject specialist leadership within the development and securing of any new investment opportunities (grant, philanthropic and venture-based) that may emerge during the fixed-term period, to support the development/acceleration of this new infrastructure; • liaise with relevant national and global investor networks, and enterprise/innovation-focused businesses, to build effective partnerships in support of the agreed strategic vision and objectives of the new infrastructure; • act as a global ambassador for UAL's enterprise and innovation community, building the professional networks and reputation that will enable UAL to quickly position itself as an important global hub for creative entrepreneurship, and producer of innovative IP. 	
<p>Duties and Responsibilities</p> <p>Strategic Leadership</p> <ul style="list-style-type: none"> • To lead on development of a strategic plan for creating a world class ecosystem for creative enterprise, and research/IP commercialisation within UAL, identifying the structures, resourcing, partners and priorities necessary to accelerate our work in this area, and enhance our institutional performance; and to do this in consultation with senior colleagues across UAL, and key external stakeholders; • To lead on development of a globally distinctive vision for this ecosystem that will attract partners, investors and entrepreneurs, in furtherance of UAL's reputation and significance, and in support of UAL's social purpose impact objectives, ensuring a clear long-term development trajectory and appropriate measurement and accountability framework; • To lead on strategic co-ordination and engagement of relevant existing activities and stakeholders across UAL, ensuring this new vision and infrastructure is built on, and informed by, existing strengths, expertise and good practice, and aligned with wider 	

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<p>strategic objectives;</p> <ul style="list-style-type: none"> To lead on development of the business model(s) and any strategic business case(s) for additional investment by UAL in this new ecosystem, as well as the management of any budgets relating to this area of activity, in consultation with the Deputy Vice-Chancellor RKEE and senior Finance colleagues. To commission and/or conduct primary and secondary benchmark research, as well as applying existing specialist knowledge and experience, towards developing an evidence base that both justifies and informs the chosen strategic priorities and model for the proposed new ecosystem. To lead on the University's approach to increasing the number of graduate start-ups and spin-outs it supports and sustains, its IP licensing, and research commercialisation activity, and the progression of ideas from concept to market; working with colleagues across UAL to ensure robust and comprehensive capture and reporting of HEBCIS/KEF metrics. <p>Securing external investment and partnerships</p> <ul style="list-style-type: none"> To lead on providing subject specialist leadership within the development and securing of any new investment opportunities (grant, philanthropic and venture-based) that may emerge to support the development/acceleration of this new infrastructure. To lead on developing new contacts, networks, partnerships and ventures that will help enable the realisation of the agreed strategic vision and objectives of this new ecosystem. <p>Operational Leadership</p> <ul style="list-style-type: none"> To lead on the identification, creation and management of the enabling policies, procedures and processes, as well as legal frameworks and entities, necessary for realising this new ecosystem, and for accelerating UAL's enterprise and responsible innovation culture, in consultation with the Deputy Vice Chancellor RKEE, ensuring continuous improvement and quality management across the portfolio. To lead on ensuring effective decision-making, risk and governance for the strategic development of enterprise and commercialisation activities, and to ensure availability and promotion of effective guidance materials and other resources that support staff engaged in enterprise and commercialisation with meeting UAL's compliance requirements To report to the Deputy Vice Chancellor RKEE on progress and achievement against priorities and objectives, and provide updates to other senior management groups or committees as required. To lead on the production and submission of responses to internal and external requests for information relating to UAL's enterprise and commercialisation activities. To also inform public policy responses of UAL in this area. To work with a variety of College teams and UAL central departments and divisions including, but not limited to: College Business & Innovation teams, finance, HR, Digital & Technology, and legal to ensure appropriate support is provided for enterprise and commercialisation activities. To represent the University and to promote UAL's research, knowledge exchange and enterprise activities broadly across industry, government, and wider stakeholders in the UK and internationally. To deputise for the Deputy Vice Chancellor RKEE on enterprise and commercialisation related matters, as required. To perform such duties consistent with your position as may from time to time be assigned to you by Deputy Vice Chancellor RKEE.
<p>General</p> <ul style="list-style-type: none"> To perform such duties consistent with your role as from time to time may be assigned to you anywhere within the University. To undertake health and safety duties and responsibilities appropriate to the role. To work in accordance with the University's Equal Opportunities Policy and the Staff Charter,

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<p>promoting equality and diversity in your work.</p> <ul style="list-style-type: none"> To personally contribute towards reducing the University's impact on the environment and support actions associated with the UAL Sustainability Manifesto (2016 – 2022). To undertake continuous personal and professional development, and to support it for any staff you manage through effective use of the University's Planning, Review and Appraisal scheme and staff development opportunities. To make full use of all information and communication technologies in adherence to data protection policies to meet the requirements of the role and to promote organisational effectiveness. To conduct all financial matters associated with the role accordance to the University's policies and procedures, as laid down in the Financial Regulations. 	
<p>Key Working Relationships - Managers and other staff, and external partners, suppliers etc. with whom regular contact is required.</p> <p>Internal</p> <ul style="list-style-type: none"> UAL's Executive Board - President & Vice Chancellor, Deputy Vice Chancellors, Pro-Vice Chancellors & Head of College, Chief Financial Officer, Chief Digital Officer, Chief People Officer, Chief Social Purpose Officer, Director of Planning, University Secretary Director of RMA; Director of Academic Enterprise; Director of UAL Awarding Body Directors of College Business & Innovation teams; Directors of UAL Institutes and Research Centres; and the Head of Careers & Employability Deans across UAL Associate Deans of KE and Associate Deans of Research Members of UAL Strategy Group (other senior staff) Direct Reports Support staff in finance, legal, Digital & Technology and HR <p>External</p> <ul style="list-style-type: none"> Research England and associated funding bodies Partner institutions UK based creative industry 	
<p>Signed _____</p> <p>Date of last review _____</p>	<p style="text-align: right;">(Recruiting Manager)</p> <p style="text-align: right;">[Type in details]</p>

Person Specification	
Specialist Knowledge/ Qualifications	<p>Knowledge of Higher Education Policy landscape – specifically knowledge exchange, enterprise, commercialisation and innovation-related policies.</p> <p>Knowledge of the Higher Education funding environment – both in the UK and internationally.</p> <p>Knowledge of the UK creative industries and cultural sector, and relevant regional and national policies/strategies impacting on both. (desirable)</p>
Relevant Experience	<p>Strategic leadership and management experience in enterprise and commercialisation – ideally in a higher education or creative industries setting.</p> <p>Demonstrable experience of developing high-performing entrepreneurial cultures, within a values-focused environment.</p> <p>Strong understanding and demonstrable experience of how to support successful commercialisation of academic research and/or creative IP.</p> <p>Experience of working across a large organisation and successfully influencing and managing change in such an environment.</p>
Communication Skills	Communicates persuasively and with gravitas adapting the style and message to a diverse internal or external audience in an inclusive and accessible way
Leadership and Management	Motivates and leads effectively, setting the direction of one or more function and promoting collaboration across formal boundaries
Professional Practice	Contributes to advancing professional practice in own area of specialism including external networks and conferences
Planning and managing resources	Effectively plans, prioritises and manages the delivery of complex projects or activities to achieve long term strategic objectives
Teamwork	Contributes effectively to a senior leadership team, setting the strategic direction for one or more function and fosters constructive relationships across the organisation
Student experience or customer service	Leads the improvement of the student or customer experience and promotes an inclusive environment for students, colleagues or customers
Creativity, Innovation and Problem Solving	Initiates innovative solutions to problems which have a strategic impact