

HEAD OF COMMERCIALISATION – PHYSICAL SCIENCES

DEPARTMENT/UNIT	Monash Innovation
FACULTY/DIVISION	Office of the Deputy Vice-Chancellor (Enterprise and Engagement) and Senior VP
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At Monash, work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The **Office of the Deputy Vice-Chancellor and Senior Vice-President (Enterprise and Engagement)** provides University-wide strategic support for industry partnerships, commercialisation, industry engagement, government relations, innovation and entrepreneurship, employability and work experience, to provide a focus for achievement of the 'Enterprise' goal, of the four key goals of the Monash University strategic plan - Impact 2030.

The **Office of the Chief Commercialisation Officer (Office of the CCO)** within the Portfolio of the DVC (Enterprise and Engagement) oversees the commercialisation and entrepreneurship

ecosystem at Monash University. The mission of the Office of the CCO is to drive commercialisation strategies and implementation across the University, ensuring Monash is recognised as a global leader in commercialisation and entrepreneurship and delivers a return to Monash through social and economic impact. The Office of the CCO oversees commercialisation, startup and entrepreneurship activity at Monash University (including Monash Innovation and the Generator), ensuring alignment between Monash University and the activities within Monash Investment Holdings (MIH). Commercialisation outcomes are a key objective within the University's 2030 strategy: Impact 2030, putting the Office of the CCO at the heart of the next stage of commercialisation transformation at Monash.

Monash Innovation, the University's Technology Transfer Office, is at the cutting edge of inventions and innovation at Monash, working at translating research discovery into real world impact through commercialisation. From industry partnerships through to launching new startups and spinouts, Monash Innovation seeks to protect intellectual property (IP) and work in collaboration with academia to find the best possible pathway for inventions to be adopted. Monash Innovation also plays a key role in driving a culture of innovation and entrepreneurship across the University, working with portfolios, faculties, staff, researchers and multiple external stakeholders to foster and grow world-class innovations and spinouts through commercial deals and investments. These are key objectives of the University's strategy: Impact 2030.

POSITION PURPOSE

As part of a high performing and passionate team within Monash Innovation, **The Head of Commercialisation - Physical Sciences** oversees a broad range of emerging and innovative technologies covering everything from engineering discoveries and IT solutions through to breakthrough science that is changing the world. The position is responsible for leading a team to drive the commercialisation outputs across the physical sciences disciplines at the University which includes building strategies to drive innovative thinking, assessing intellectual property, developing commercialisation strategies for new inventions and leading deals, from licensing technology to industry through to spinning out new companies.

The Head of Commercialisation - Physical Sciences provides a deep level of expertise and experience in the commercialisation of inventions and technology. The role oversees leading a team, from setting goals through to developing talent, ensuring the team is energised, engaged and able to perform at a high standard. In addition, the Head of Commercialisation - Physical Sciences is responsible for developing and managing relationships across a diverse set of stakeholders, from internal faculty leadership through to industry partners and investors. The role is a steward for science and innovation and driving a culture of entrepreneurship at the University through engagement across the University and wider ecosystem, as well as support for inventors and research teams.

The role will be focussed on the following:

- Leading commercialisation activities relating to physical science disciplines (engineering, science, IT) including identification of IP, patent and commercial strategy development, deal negotiation and transaction oversight, including licences and spinouts
- Overseeing a team of high performing commercialisation professionals, ensuring they are motivated and equipped to provide quality advice and services to the Monash academic community
- Fostering relationships with external stakeholders, including industry, government and investors, with the goal to secure high quality commercialisation deals and investments

- Providing advice on a range of commercialisation issues across Monash with the aim to foster a deeper awareness and understanding of the commercialisation journey and encourage the discovery of new ideas and inventions at Monash

This role is also an important advisor and thought leader on commercialisation, providing guidance and insight to other parts of the Office of DVC Enterprise & Engagement and the wider university where required.

Reporting Line: The position reports to the Senior Director, Monash Innovation, with a considerable degree of autonomy

Supervisory Responsibilities: The position provides direct supervision to 3 staff, with a dotted line supervision of the Senior Commercialisation Manager - Medtech

Financial Delegation: Yes, in accordance with the University delegations schedule

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. Lead the commercialisation of intellectual property (IP) within physical science based disciplines from identification and protection of IP right through to successful commercialisation such as securing a licence deal, or establishing a new spinout company to develop the technology
2. Lead a team of highly skilled commercialisation professionals, ensuring effective planning, professional development and performance management to achieve world-class commercialisation outcomes at Monash
3. Work in collaboration with relevant faculties to drive commercialisation opportunities including identifying and assessing opportunities and providing clear recommendations on the pathways for commercialisation
4. Oversee the development of patent and IP strategies relating to physical sciences, ensuring the team develop strong business cases that clearly articulate the opportunity at the Monash Patent and Commercialisation Committee for endorsement
5. Develop relationships and networks with a wide variety of stakeholders across academia, industry, government and investment to facilitate deals and develop commercialisation opportunities
6. Lead the negotiation of complex and high value commercial terms and associated legal agreements for commercialisation of Monash IP
7. Foster strong networks with the investment community to attract investment capital for commercialisation projects and spinout companies. This includes working with key researchers to prepare them for investor pitches and negotiations, as well as engaging the New Ventures team to support the deal
8. Represent Monash and Monash IP to a wide range of external commercial and government parties at senior levels
9. Contribute to nurturing an entrepreneurial culture at Monash by developing relationships with a wide variety of stakeholders to facilitate and develop commercialisation opportunities
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - Post-graduate qualifications (preferably PhD level) in a relevant discipline and extensive relevant experience in a research, commercial and investment environment; or
 - an equivalent combination of relevant experience and education/training.

Knowledge and Skills

2. Extensive experience in negotiating commercial and legal arrangements for commercialisation of IP
3. Extensive experience in, and understanding of, commercialisation of technology and commercial research
4. Strong network and links with industry, research bodies, relevant government authorities, the investment community, and other bodies relevant to the commercialisation of intellectual property
5. Exceptional oral and written communication skills in dealing with a broad range of individuals, groups and organisations
6. Extensive experience in leading, motivating and developing a team to deliver service excellence and continuous improvements
7. Exceptional analytical, conceptual, and problem solving skills
8. High level of interpersonal skills in building and managing networks and relationships both internally and externally, and in a commercial context within a large organisation
9. High-level project management skills
10. Demonstrated understanding of and empathy with higher education, public sector research and technology transfer

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.