

# Position Description

## Senior Manager, Commercialisation



### Details

Area	Deputy Vice Chancellor Research and Innovation
Team	Research Business Engagement and Impact
Location	Flexible
Classification	HEW 10
Reports to	Associate Director, Intellectual Property and Commercialisation

### Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the University acknowledges, values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

Deakin aspires to be Australia's most progressive university, with the principles of diversity, equity and inclusion underpinning our approach to education, research, employability, digital delivery, innovation, and partnerships for impact. Our vision is for an inclusive environment where we value and celebrate diversity, embrace difference and nurture a connected, safe and respectful community. We want Deakin to be a place where all staff and students feel included and respected for their unique perspectives and talents.

[Strategic Plans – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

### Overview

The Senior Manager, Commercialisation will deliver on strategies and initiatives for growing the commercialisation and translation of research, raising commercialisation income, manage commercially focussed activities, and prepare business investment opportunities.

Reporting to the Associate Director, Intellectual Property and Commercialisation, this role will:

- Establish long-term partnerships with Deakin's research community, act as a trusted advisor, change direction in alignment with learnings and offer expert solutions and strategies aligned with Deakin's strategic priorities
- Lead or contribute to multi-disciplinary teams of researchers, enabling functions and external partners, to identify and implement commercialisation solutions.
- Demonstrate leadership across Deakin in guiding appropriate management and commercialisation processes and channels for intellectual property and research outcomes
- Provide expertise and solutions that are leading practice and sustainable to implement the University's patenting process and portfolio management, optimising IP protection, research impact and sustainable research endeavours, aligned with Deakin's strategy
- Represent the university in licensing and commercial negotiations for translation of University IP, and effectively liaise on complex commercial contracts and research agreements
- Enhance capacity building of Deakin researchers and research teams to effectively engage with industry and government and plan for the commercialisation of their research outcomes
- Identify and address barriers to effective teamwork and interaction on IP protection and commercialisation, and take action to eliminate competition and 'silos' between individuals, teams, faculties and divisions
- Take personal responsibility for meeting objectives and progressing work. Show initiative and proactively step in and do what is required. Commit energy and drive to see that goals are achieved

### Accountabilities

- Build and inspire a culture of integrity, accountability and inclusive practice across Deakin to ensure alignment of all functional and operational business plans to Deakin's strategic plan. Create an environment where staff feel valued, included and want to do their best to achieve University priorities.
- Lead with clear direction while enabling devolved problem solving and provide expert leadership and ensure solutions are leading practice and sustainable.
- Create a sustainable climate of service excellence, encourage and support others to see situations from the customer's perspective and systematically measure customer satisfaction and implement improvement strategies to meet customer needs more effectively.
- Establish long-term partnerships with stakeholders, act as a trusted advisor, change direction in alignment with learnings and offer expert solutions and strategies that best serve the stakeholder's needs.
- Foster and encourage an environment in which creativity, innovation and diversity of thought are valued and rewarded. Empower people to question existing policies, processes and systems to improve or be more creative and innovative. Identify new or improved opportunities and processes in consultation

with relevant stakeholders and recommend and implement appropriate actions to enable continuous improvement.

- Use an in-depth understanding of Deakin's operating environment and its drivers to translate complex issues into clear and understandable strategies and goals for Deakin and formulate potential courses of action to achieve objectives.
- Develop inclusive relationships with internal and external stakeholders in strategic areas and use external benchmarks to implement new strategies and develop new approaches to drive Deakin's performance.
- Role model high performance in stressful circumstances, foster positive attitudes to change, turn challenging situations into opportunities and coach others through adversity.

### Selection

- A postgraduate degree in a relevant discipline or an equivalent combination of qualifications and experience
- Demonstrated capacity to build relationships and represent with internal and external partners and customers across industry, government and university sectors
- Extensive experience managing IP to optimise protection and commercialisation
- Proven understanding of university research culture and the pathways for commercialisation of research
- Demonstrated ability to work collaboratively to achieve quality customer service for clients
- Understanding of research and technology concepts and ability to achieve commercial outcomes
- Demonstrated ability to negotiate and manage contractual arrangements and coordinate projects
- Extensive experience leading or facilitating various commercialisation pathways for a diverse range of technology

### Capabilities

- **Authenticity** leads with values and in an open, transparent and consistent way.
- **Communicates** engages others through persuasive and influential communication.
- **Collaborates** cultivates collaboration across Deakin, strives for shared outcomes, builds partnerships.
- **Engages Other** establishes effective relationships to achieve shared goals.
- **Delivers Outcomes** creates clarity through governance, makes decisions that result in quality outcomes.
- **Inspires Results** translates strategic priorities into reality, inspires outcomes through others.
- **Navigates Complexity** makes sense of complex issues and responds insightfully.
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### Special Requirements

- This position may require the incumbent to occasionally work outside business hours.
- This position may require the incumbent to travel from time-to-time within Victoria, domestic and/or international to attend conferences, events and to represent the university.
- This position requires the incumbent to hold a current Working with Children Check



### Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.