

MICRA Training Delivery Manager

REQ181073

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Loughborough University Enterprise Office <http://www.lboro.ac.uk/services/enterprise/get-involved/>

Loughborough University's Enterprise Office provides support to academic colleagues in achieving their enterprising ambitions. It has specialist units of staff working in areas of Partnership Development, IP Exploitation, Student and Graduate Enterprise and a range of business creation and incubation activities. Enterprise is a core part of the University's mission and is embedded in all University activities, led at the most senior level by a Pro Vice Chancellor for Enterprise.

This is a new role, as part of a ground-breaking collaborative project between the Midlands Innovation Group of Universities. <http://www.midlandsinnovation.org.uk/midlands-innovation.aspx>

The MICRA project will create a connected system of technology transfer offices that will drive jobs and economic growth across the Midlands region, following a £5 million award from Research England.

Led by the University of Birmingham, the award will establish MICRA as a single gateway to the collective intellectual property (IP) resources from the eight Midlands Innovation universities - Aston, Birmingham, Cranfield, Keele, Leicester, Loughborough, Nottingham and Warwick.

Collaborating with industry and organisations from all sectors, the MICRA programme will provide support and access for enterprise development, investment and investor relationships to help entrepreneurs drive their ideas forward, meet a wider community of like-minded people and find the most appropriate, targeted incubation support within the partnership.

The eight universities collectively have world leading R&D resources across several sectors, science parks and incubators, and strong industry links, and the Midlands Innovation partnership is well positioned to strengthen and expand the social and economic fabric of the Midlands. Working across the partnership, the Technology Transfer Offices (TTOs) will be able to access Intellectual Property Case Managers with detailed sector knowledge quickly and efficiently.

The MICRA programme is awarded as part of new investment of £67 million through Research England's Connecting Capability Fund (CCF) in fourteen new collaborative projects, between universities and with other partners, to drive forward world-class university commercialisation across the country.

Job Description

Job Grade: Management and Specialist Grade 7

Job Purpose

To develop, drive and ensure delivery of a coherent entrepreneurial training offer for academics across the Midlands Innovation Universities. This will build upon the offers already available within the Universities and ensure that collectively we provide experience-based training that meets academic needs across their research commercialisation journey.

Job Duties

- To engage with senior Academics and Professional Services staff at the MI Universities to review existing provision, to understand demand and to develop, drive and ensure delivery of a comprehensive entrepreneurial training offer.
 - To audit existing provision for entrepreneurial training across the Midlands Innovation Universities, nationally and internationally
 - To review demand from academic colleagues and TTOs across the MI Universities
 - To develop and implement a comprehensive training offer drawing upon the best existing elements in a complex and disparate content environment, negotiating cross institutional access arrangements where appropriate
 - To assess gaps in provision for support in the entrepreneurial journey, designing and commissioning innovative provision
- To influence at a senior level and encourage participation in entrepreneurial training across the MI Universities and contribute actively to the development of an enjoyable and stimulating entrepreneurial environment as a key part of the MICRA management team.
- Where appropriate, to actively contribute to delivery and/or coordination of training programmes and to become the go-to entrepreneurship mentor for academics and TTO staff.
- To build cross institutional collaborations and networks between MI Universities, their technology transfer functions and relevant academic groupings, and maintain these collaborations through active stakeholder management - with the aim of creating sustainable changes in culture and processes.
- To support the creation of an active and mutually supportive cohort of other 'Technology Transfer' staff appointed across the Midlands Innovation universities within this project
- To support the MICRA management team in creating frameworks to evaluate success and feed back to individual MI Institutions and the MICRA Research Commercialisation Advisory Group as appropriate.
- To ensure that value is delivered to all 8 collaborating institutions from training activities

Points To Note

Although the post holder will be an employee of Loughborough University, the role requires building strong collaborative links with the other Midlands Innovation Universities, with regular travel to and activities based at the 8 sites.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Head of IP Exploitation, Loughborough University.

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Experience of designing, implementing and delivering innovative approaches to entrepreneurial training & development.	1,2,3
	Detailed involvement in entrepreneurship - either directly or through mentoring or support of others - particularly related to early stage research commercialisation.	1,2,3
Skills and abilities	Advanced skills in analysing complex training needs at the highest levels	1,2,3
	Advanced skills in the design and commissioning of training programmes	1,2,3
	Demonstrated ability to mobilise and lead projects across multiple institutions engaging at senior levels with minimum supervision	1,2,3
	Ability to facilitate and manage meetings to achieve goals	1,2,3
	Demonstrated ability to deliver entrepreneurial training activities	1,2,3
	Excellent verbal and written communication and presentation skills	1,2,3
	Competent with Microsoft office systems and able to learn new IT systems as required	1,2,3
	Excellent interpersonal skills and the ability to communicate with academics and industry or funding partners at the highest level of seniority	1,2,3
	Ability to prioritise a complex workload with multiple stakeholders	1,2,3
	Demonstrable project management skills with the ability to manage initiatives to time and budget	1,2,3
	Ability to devise success measures, evaluate initiatives and communicate learning	1,2,3
Training	A record of appropriate engagement in CPD	1,2,3
Qualifications	A relevant first degree or equivalent professional experience	1,2,3
Other	Ability to work flexibly across 8 Universities in the Midlands	1,2,3

Desirable Criteria

Area	Criteria	Stage
Experience	Extensive experience of working in a research commercialisation environment (in industry or public sector) and a deep understanding of the issues and drivers, key stakeholders, funding mechanisms, intellectual property management, and spin out company formation.	1,2,3
	Experience of working in a Higher Education institution	1,2,3
Skills and abilities		
Qualifications		

Conditions of Service

The position is full time and fixed term until March 2021. Consideration may be given, however, to part-time working or job-sharing for the right candidates, Salary will be on Management and Specialist Grade 7 (£40,792 - £48,677 per annum), at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Grade 6 and above staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>