

JOB TITLE: Senior Research & Enterprise Contracts Manager

REQ210432

As part of the university's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

We are advertising for both a Research & Enterprise Contracts Manager, to be appointed at Grade 6 and a Senior Research & Enterprise Contracts Manager to be appointed at Grade 7, but will only make one appointment, with grading and starting salary to be confirmed based upon the respective skills and experience of the successful applicant.

Department Summary

The Research & Enterprise Office plays a leading role in shaping and delivering the University's research and enterprise activities and provides a high quality, added value and seamless service to researchers across the research development pipeline.

The Office incorporates a number of different teams that provide support for: nurturing partnerships and collaborations; identifying and applying for funding; managing research projects and assuring compliance with policy; improving the visibility of research outputs; fostering the impact, intellectual property and commercialisation of research; and the nurturing of research leadership skills through training and skills development programmes.

The Research & Enterprise Office also works closely with other Professional Services across the University, notably Legal Services, Registry, Student Services, Finance and HR.

Job Description

Job Grade: Management & Specialist Grade 7

FIXED TERM FOR 12 MONTHS

Job Purpose

The post holder will be part of a small team based within the busy Research Contracts Team, and will work to deliver a high quality contract support service covering the full breadth of the University's research and enterprise portfolio.

Reporting to the Research Support Manager, and operating under the guidance of the Head of Legal Services, the Senior Research & Enterprise Contracts Manager will be required to review, draft, and negotiate a broad range of contracts and collaboration agreements, ensuring that they are put in place in a timely and effective manner, reflecting the needs of the University and those of the funder and /or other parties both at the start and during the life of the project.

Where necessary for complex contracts and agreements, the role will liaise with the University's central Legal Services Team.

Job Duties

Support and Guidance

- Provide advice and guidance to Research Support Team members, members of LUEL, and the Partnership Development Team regarding matters relating to research and enterprise contracts

agreements, and consultancy / service provision contracts (e.g. whether the Terms and Conditions of an agreement would be acceptable to the University; guidance on interpreting pre-existing contracts and agreements)

- Provide advice to other members of the Research Support and Partnership Development Teams regarding the setup and administration of a Contract once fully executed

Contract negotiation

This section relates to various contractual documents including Contracts, Research Collaboration Agreements, Non-Disclosure Agreements, Material Transfer Agreements, Equipment Loan Agreements and consultancy contracts related to research and enterprise activity.

- To provide clear, timely and pragmatic advice and guidance in respect of research and enterprise contract matters
- To employ a creative yet pragmatic approach to contract negotiation, proactively seeking solutions that will unlock routes to achieve academic goals at the same time as controlling risk for the University and ensuring compliance with relevant governance requirements.
- To contribute to the management of relationships with external and internal stakeholders by being professional and approachable at all times, while having firm conversations where appropriate.
- Review and negotiate contracts presented by partner and funding organisations to ensure they are fit for purpose and in accordance with the university's standard position and that risks and omissions are identified and addressed appropriately.
- Draft contracts to support research and enterprise projects, identifying and using appropriate templates as a starting point.
- Negotiate redrafts in response to partner and funding organisations comments and amendments with the aim of reaching a mutually acceptable contract.
- Support academic investigators and researchers to understand and comply with the legal obligations of research grants and contracts, and enterprise activity, especially in relation to confidentiality provisions and the management of intellectual property with appropriate reference to the Legal Services and Commercialisation Teams.
- Refer any post award legal challenges associated with existing contracts as they may arise to the central Legal Services Team as appropriate.
- Ensure adherence with the University's contracting standards, policy, templates and procedures, as advised by the central Legal Services Team
- To manage case files in accordance with relevant office procedures.

General Duties

- Represent the University internally and externally, as appropriate.
- Forge and maintain excellent working relationships across the university with all stakeholders including academic staff, professional support staff and students.
- Carry out specific administrative roles and functions as may be reasonably required e.g. to take part in or act as chair of committees and working groups.
- Engage and support and deliver, when required, training programmes in the university (e.g. providing an overview of Research Contracts to new academics and research support staff)
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Points to Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

It is expected that the post holder will undertake appropriate duties, commensurate with the grading of the post.

Special Conditions

This role will require occasional travel away from the University to visit external partners, or funding bodies.

Some flexibility in working hours may be required from time to time in order to meet external deadlines.

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.

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:

Area	Essential	Desirable
Experience	Substantial recent working experience of contracts negotiation, drafting and administration.	Demonstrable experience of working within a University or similar organisation where research is a core activity.
	Full awareness and in depth understanding of the terms and conditions that should be included in both research agreements (eg collaboration agreements and studentship agreements), and contracts involving commercial partners	Experience of negotiating complex agreements relating to intellectual property exploitation
	Demonstrable experience of ability to handle a high volume and complex workload with minimal supervision under time pressure.	
	Experience of working in a team-based environment	Experience of supervising / supporting less experienced colleagues
Skills and abilities	Thorough understanding of contract law.	Knowledge of public procurement legislation
	Strong contract negotiation skills, with the ability to negotiate confidently and creatively with external bodies to achieve good outcomes for both parties	An understanding of and an empathy with the research environment of the University and its significance for the University, the individual researcher, students and the community.
	A good understanding of charity and company governance structures, and the implications for contracting.	
	Ability to identify, evaluate and manage project risks, troubleshooting when issues arise, and escalating appropriately internally.	
	An ability to distil complex legal and regulatory matters and communicate those to a range of audiences, including technical specialists and senior management.	
	Ability to influence and persuade at all levels within the University and externally.	
	Ability to present information (written and oral) clearly, persuasively and enthusiastically	
	Self-motivated, with an ability to work independently with minimal supervision.	
Training	A self-motivated approach to professional updating, with evidence of regular, relevant continuing professional development	
Qualifications	A good honours degree or professional qualification and/or equivalent professional experience	Legal qualification

Conditions of Service

The position is full time and fixed for 12 months. Salary will be on Management and Specialist Grade 7 £41,526 to £49,553 per annum, depending upon skills and experience, with the starting salary to be confirmed on offer of appointment.

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The appointment will be subject to the university's normal Terms and Conditions of Employment for grades 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/>