



University
of Glasgow

WORLD CHANGERS TOGETHER

Director of Technology Transfer Office

September 2025



University of Glasgow

Founded in 1451, the University of Glasgow is the fourth oldest university in Scotland, England, Wales and Ireland after Oxford, Cambridge and St. Andrews. It has 40,000 students, 8,000 members of staff and an income of approximately £950m. It comprises four colleges: Arts & Humanities; Medical, Veterinary & Life Sciences; Science & Engineering; and Social Sciences.

A member of the Russell Group of research-intensive universities, the University of Glasgow maintains a top 100 position in both main world university rankings and is ranked 12th in the world in the [THE Impact Rankings 2025](#).

The University has fostered the talents of seven Nobel Laureates and many political leaders who have had a profound impact on life in Scotland, the UK and across the world. As well as its national and international standing, it continues to play a central role within the community in which it sits, including as a major partner in the [Glasgow Riverside Innovation District \(GRID\)](#), linking academic expertise with industry, start-ups, and the NHS to drive entrepreneurship, innovation and economic growth.





Be Part of Something World-Changing

The University of Glasgow is investing strategically to support its innovation and commercialisation activity to deliver our vision to change the world for the better. With our world-leading research capability, we have exceptionally strong foundations to catalyse our efforts delivering meaningful positive impact at a local, national and global scale. There is a huge opportunity to leverage IP and commercialisation opportunities across the University with game-changing benefits for stakeholders internally and externally. A strong pipeline of opportunities is already evident and there is a significant and ever-increasing appetite for a world-class innovation and technology transfer function in Glasgow.

Appointing a Director to lead the Technology Transfer Office will be a significant step in accelerating the delivery of Glasgow's Innovation and Economic Development goals. The role is truly distinctive with a unique range of carefully designed critical responsibilities. Most important will be identifying a candidate with the right personal attributes to ensure the innovation ecosystem in Glasgow is sector-leading and serves its stakeholders effectively and, ultimately, profitably.

The Director will oversee the commercialisation of research outputs, managing intellectual property, and developing partnerships with industry and investors to maximise outcomes from our University's research and innovation activities. Key to the success of the role will be putting into place the systems and processes to enable a culture of innovation and entrepreneurship to flourish at the University of Glasgow. Accelerating momentum and staff engagement internally will be a priority, but as important will be external advocacy, working closely with industry and investors at the most senior level.

Job Purpose

Reporting to the Vice Principal of Innovation and Economic Development, [Uzma Khan](#), this Director role has been created to lead the development of an entrepreneurial ecosystem to deliver the University of Glasgow's strategic goals for Innovation and Economic Development.

Its main responsibilities will include:

- Working closely with the innovation and economic development team, professional services and academics across all of Glasgow's four colleges to ensure that the IP generated from our research is identified, protected and disseminated.
- Pipeline development and management of our portfolios of patents, licenses and spinout companies which generate demonstrable impact through economic and social activities in line with the University's Innovation Strategy.
- Providing expert authoritative advice across the University community on Intellectual Property and Commercialisation and ensure effective leadership of the IP & Commercialisation team.

Main Duties and Responsibilities

1. Strategic Leadership:

- To develop and lead the University's IP and Commercialisation strategies which support the University's Innovation Delivery Plan.
- To support the academic endeavour on commercialisation and to support the Vice Principal in reviewing our internal policies and processes to create an enabling environment. Build networks of academic staff, entrepreneurs, investors, companies and public sector agencies to deliver a consistent stream of new spinout companies. Identify and execute partnerships for licensing our IP and developing a consistent income stream.
- Represent the University in matters relating to IP & commercialisation, including membership of relevant groups and committees and presentations at appropriate meetings and conferences. Provide expert input on University Innovation, IP & Commercialisation policies, national innovation policy and related developments.

2. Team Leadership:

- Provide leadership of the IP & Commercialisation Team to deliver their duties and responsibilities effectively, providing mentorship and professional development opportunities to team members.
- Foster a culture of innovation and entrepreneurship within the University.
- Create an inclusive, empowered, and motivated work environment, which supports professional development and talent retention. Mentor and support team members, fostering a culture of accountability and continuous learning.

3. Stakeholder Engagement:

- Serve as the primary liaison between the University and external stakeholders relating to IP & Commercialisation, including industry partners, government agencies, and venture capitalists.
- Develop, engage and implement internal initiatives to encourage / support academic participation in IP and commercialisation in accordance with the goals of the Innovation Strategy.

4. IP Management:

- Manage the relationship with the University patent agents and the University process for protecting inventions and managing risks.

5. Commercialisation and Licensing:

- To lead on the development of new, sector-leading practices for identifying, evaluating and commercialisation of the University's IP. Build a professional team to manage the various activities set out in the strategies.
- Lead the negotiation of all legal/IP agreements related to the creation of spin-out ventures and licensing agreements.
- Lead the identification of market/sector opportunities for University research, technology and create pathways for licensing, partnerships or spinouts.

6. Funding:

- Work with relevant public and private organisation to develop new support mechanisms and funding opportunities for commercialisation of the University's intellectual property.
- Responsible for identifying opportunities, and supporting development of applications / bids for ventures to access appropriate internal/external funding as required.

7. Training & Education:

- Provide expert advice and guidance to drive best practice to maximise the IP and Commercialisation of University research. For example, working with colleagues to identify and develop innovation cluster or thematic proposition, or working with external organisation to identify service provision.
- Working in collaboration with Head of Innovation and Enterprise Program Development, provide strategic input, advice and guidance on entrepreneurial training, accelerator and enterprise programs, to support content and delivery of programs.
- To lead on the promotion of the IP & Commercialisation Policy, to aid understanding and engagement.

8. Compliance & Reporting:

- To develop and lead on the provision of regular progress reports, analyses and insights to the VP for Innovation and Economic Development Colleges and Senior Management Group, and other key stakeholders, as appropriate.
- Manage issues, risks, audit and compliance obligations in line with institutional and regulatory frameworks, ensuring consistent and transparent communications to all stakeholders.

9. Service Excellence:

- To champion continuous improvement in service engagement, operational readiness and service design through clear communication, effective governance, and process optimisation.

10. Other:

- Deputise for the Vice Principal, as required.
- To undertake and other reasonable duties in line with the role.

Knowledge, Skills and Experience

Knowledge and Qualifications

Essential

- Scottish Credit and Qualification Framework level 9, 10 or 11 (Ordinary Honours Degree, Post Graduate Qualification), or equivalent, including being professionally qualified in a relevant discipline, with a broad range of professional leadership experience in strategically important specialist areas,
OR
Ability to demonstrate the necessary strategic competencies required to undertake the duties associated with this level of post having acquired the necessary professional knowledge and leadership experience in a similar or number of different specialist roles.
- Extensive knowledge of corporate and investor requirements in relation to University intellectual property commercialisation.
- Expert knowledge of the legal, financial and legislative aspects of commercialisation.
- Knowledge of the challenges, motivations and risk / reward positions of academic staff, Schools, Colleges, the University and external stakeholders.
- In-depth knowledge of the UK HEI sector's commercialisation landscape, policy direction and the main external partners who work with the sector (such as Scottish Enterprise, Catapults, Accelerators and Innovate UK).

Skills

Essential

- A tenacious, self-motivated approach and strong willingness to work in a team in an evolving and dynamic work environment.
- Excellent verbal and written communication skills, excellent oral and written presentation skills.
- Exceptional influencing and negotiation capabilities, with a proven ability to engage, align, and inspire stakeholders across all levels of the University and beyond—both nationally and internationally.
- Ability to manage a broad portfolio of complex commercialisation projects, with drive and persistence to bring projects to a conclusion.
- Ability to build credible and enduring relationships with a broad range of stakeholders, internal and external, with a focus on spotting, nurturing and supporting initiatives and deals for University IP commercialisation.
- Maintain high professional standards in delivery of customer & stakeholder needs, with regular quantitative feedback.
- Demonstratable ability to effectively balance and manage resource capacity against demand across service support.
- Able to lead and inspire a high-performing team, providing strategic direction, mentorship, and professional development opportunities.

Experience

Essential

- Substantial senior experience of leading the commercialisation of intellectual property generated from University research via spin-out company creation and licensing. Includes demonstrable experience of successful venture creation and licensing as well as technology incubation programs to mature opportunities to be relevant for target industry sectors.
- Experience of developing and implementing commercialisation plans for opportunities from life sciences and physical sciences, with experience of dealing with companies and investors in these areas.
- Experience of leading the negotiation of commercial deals, contracts and licensing agreements with potential partners, investors or stakeholders achieving favourable terms. Including significant experience of working with / instructing external lawyers and advisors.
- Significant experience of working with academic staff, patent agents and advisors on the evaluation, preparation and prosecution of patent applications. Evidence of leading and resolving disputes.
- Experience of attending and/or contributing to spin-out out company board meetings and working with early stage spin-out ventures to develop/grow their business.

Desirable

- In depth knowledge of the commercialisation/business incubation process outside of the academic sector, bringing external experience to the University's commercialisation approach.
- Experience of working with local and national government and government bodies to shape and inform policy related to support for the commercialisation of University research.



Strategy 2025: World Changers Together

In recent years, the University of Glasgow's outstanding disciplinary breadth and expertise has enabled it to make world-changing advances in fields as diverse as medicine, physics, linguistics, public policy and global development. The key to this success has been consistent: talented staff and students pushing back at the boundaries of knowledge and understanding together.

The World Changers Together strategy supports the long-term realisation of Glasgow's vision by recognising the fundamental importance of a culture of open cooperation - not just as colleagues and mentors or students and teachers, but as a community of discovery that reaches beyond its walls and draws inspiration and strength from its connections and partnerships worldwide: excellence that is part of something bigger.

The strategy is articulated across three themes:

Community - people centred, globally engaged
Connectivity - collaboratively minded, digitally enhanced
Challenges - solution focused, impact orientated

Find out more at: www.glasgow.ac.uk/strategy.

Campus Development Plan

Over the last decade, the University of Glasgow has invested in its estate to expand its world-class campus and facilities. An area covering 14 acres of land next to our magnificent Gilmorehill campus has been redeveloped to build a mix of modern research, teaching and public spaces. Our new buildings will mean the University remains a centre for world-changing research, as well as a vibrant community hub and centre for public engagement. The development will transform our teaching, learning and research spaces. It will allow us to bring together the best minds of today and tomorrow within world-class interdisciplinary research spaces that offer flexibility and stimulate collaboration, and modern study spaces that will combine study and social learning space with technology enabled teaching.

For example, the Mazumdar-Shaw Advanced Research Centre (ARC) is changing the way research is conducted at Glasgow. The ARC is the creative and collaborative heart of research at the University of Glasgow, bridging the boundaries between research, cross-subject collaboration and true societal impact. The ARC brings more than 500 world-leading researchers from a range of disciplines together in a building specifically designed to break down organisational structure and facilitate collaboration and interdisciplinary work.

Significantly, an Innovation Hub is envisaged as part of the next stage of our major infrastructure development on Church Street. The Director of the Technology Transfer Office will play a central role in this project.

Find out more at: [Campus development: building our future](#).



Living in Glasgow

A UNESCO City of Music, a food-lover's delight and a shopper's paradise; these are some of the highlights of the "friendliest city in the world" (Rough Guides). Glasgow has also been named a must visit destination by publications including the New York Times, Guardian and Wanderlust. Glasgow's arts scene is well established and is the base for five internationally renowned performing arts companies including the National Theatre of Scotland and Scottish Ballet. The city has several world-class museums and its architecture is celebrated.

Glasgow has all the benefits of a big city but its compactness means it is straightforward to navigate. Each of its districts has its own identity meaning there are multiple options for where you choose to live and the lifestyle you choose to enjoy. Outside the city, you are able to access easily Scotland's stunning countryside and all its benefits.

Find out more on relocating to Glasgow here: [Relocating to Glasgow](#)

Terms and Conditions

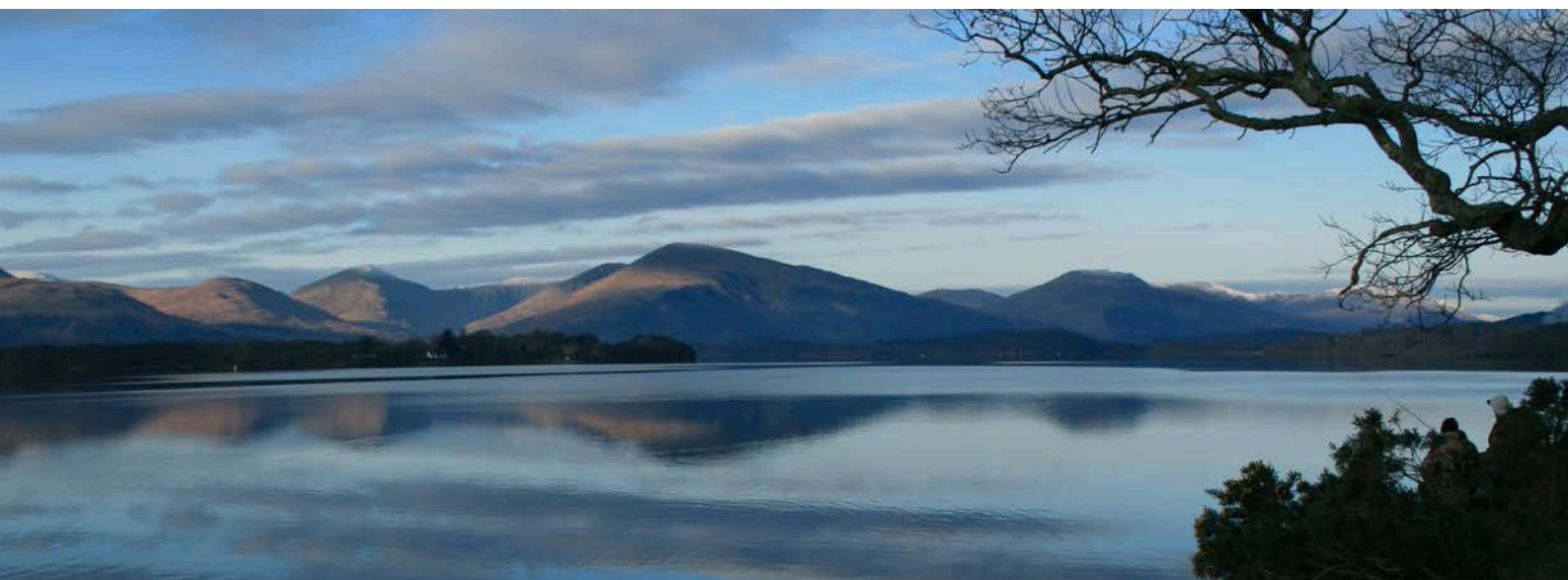
Salary will be competitive: Management, Professional and Administrative, Senior Administrative Group, level 10. This post is full time (35 hours per week) and open-ended (permanent).

You will be a member of a world-changing, inclusive community, which values ambition, excellence, integrity and curiosity.

As a valued member of Team UoG, you can expect:

- A welcoming and engaging organisational culture, where your talents are developed and nurtured, and success is celebrated and shared.
- An excellent employment package with generous terms and conditions including 41 days of leave for full time staff, pension, benefits and discount packages.
- A flexible approach to working.
- A commitment to support your health and wellbeing.

Please visit <https://www.jobs.gla.ac.uk/benefits-salary-and-flexible-working> for detailed information on benefits offered by the University of Glasgow.



How to Apply

Candidates should apply for this role through our retained advisors Networked at - <https://www.networkedpeople.com/glasgow-tech-transfer/>

The closing date for receipt of applications is by midnight on Monday 6th October 2025.

Please send applications to glasgow@networkedpeople.com. Applications must include a full CV and a letter of application setting out your interest in the role and details of how your knowledge, skills and experience match the essential criteria being sought (no more than two pages).

As part of our commitment to equality, diversity and inclusion, we monitor the diversity of our workforce and applicants to help us review the effectiveness of our policies and procedures. To help us with this, we ask you to complete an Equal Opportunities Monitoring form.

Informal questions regarding the post should be directed to Hamish Laing at Networked via - hamish.laing@networkedpeople.com or +44 (0)7861 329463.

Diversity, Equality and Inclusion

"It is the University of Glasgow's mission to foster an inclusive climate, which ensures equality in our working, learning, research and teaching environment. We strongly endorse the principles of Athena SWAN, including a supportive and flexible working environment, with commitment from all levels of the organisation in promoting gender equality."

We believe that we can only reach our full potential through the talents of all. Equality, diversity and inclusion are at the heart of our values. Applications are particularly welcome from across our communities and in particular people from the Black, Asian and Minority Ethnic (BAME) community, and other protected characteristics who are under-represented within the University. Read more on how the University promotes and embeds all aspects of equality and diversity within our community [here](#).

We endorse the principles of [Athena Swan](#) and hold bronze, silver and gold awards across the University. We are investing in our organisation and we will invest in you.

The University of Glasgow is a [Disability Confident Employer](#).

