

# BD Manager



**Walter+Eliza Hall**  
Institute of Medical Research

DISCOVERIES FOR HUMANITY

## • *Leadership in life sciences commercialisation*

The Walter and Eliza Hall Institute of Medical Research is the oldest of its kind in Australia, with an international reputation for excellence, predominantly in the areas of cancer, immunology and infectious diseases.

This pivotal role reports to the Head of Business Development and is responsible for securing revenue streams through formulating and negotiating advantageous collaborative technology transfer, BD, licensing and commercialisation agreements with like-minded global partners.

You combine superior scientific and business credentials with a top class deal sheet. In addition to a successful career in the international biomedical or pharma sector, you have proven ability in generating income from angel investors, philanthropic organisations, and seed and venture capital sources.

Please view the Position Description on [www.brookerconsulting.com.au](http://www.brookerconsulting.com.au) and send a brief CV (Word format, up to 5 pages) plus a cover letter addressing the Key Selection Criteria to [career@brookerconsulting.com.au](mailto:career@brookerconsulting.com.au) or ring Jeremy Wurm on 03 9602 1666, in confidence.

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## Position description

### Business Development

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**Position title:** Business Development Manager

**Classification:**

**Division/Department:** Business Development Office

**Work location:** Parkville, Victoria, Australia

**Position reference:**

**Employment type:** Full time

**Remuneration range:**

**Further information:**

**Position reports to:** Head of Business Development

**Closing date:**

**Positions reporting to this one:**  
Technology Development Associate

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#### 1. Position overview

This position is responsible for key technology transfer, business development and commercialisation initiatives at the Institute and is particularly focused on navigating successful journeys across 'the valley of death'.

The position reports to the Head of Business Development and the Technology Development Associate reports to the Business Development Manager. The Business Development Manager will be required to be an effective member of a highly integrated, small team that includes the IP and Contracts Manager, Business Development Associate, Technology Development Associate, IP and Contracts Associate and Patent and Agreements Administrator. Each member of the team contributes extensively to business development, technology transfer and commercialisation, including IP, legal and commercialisation aspects, and over the last 12 years the team has developed into one of the most respected business development offices in the Australian not-for-profit sector.

The business development model is pragmatic, with more focus on collaboration and licensing, globally, than most Australian equivalent groups. The Business Development Manager position is responsible for developing and negotiating technology transfer, collaboration and licensing agreements and securing revenue streams from such activities. This involves developing strong ongoing strategic relationships with the Institute's global partners.

Other responsibilities include educating and training scientists and interns, and representation of the Institute externally through interactions, submissions, presentations and advisory/governance roles. Key internal stakeholders include scientists, professional services teams, and the Board Commercialisation Committee. External stakeholders include lawyers, business executives, industry bodies, IP Australia, governments, hospitals, medical research institutes, grant and capital funders, and global biomedical industry partners.

The position is based from a business development team that oversees more than 460 Material Transfer Agreements per year, 70 Confidential Disclosure Agreements per year, more than 200 licence, collaboration and clinical agreements per year, 30 invention disclosures per year and approx. 1 new provisional patent filing per month. The pipeline of opportunities is feed by more than 850 researchers. Therefore, the position requires extensive interaction with the Institute's research community and its collaborators.

## 2. Organisational environment

The Institute, established in 1915, currently houses 15 research divisions, containing more than 80 research laboratory units and 800 researchers, with an annual budget of more than A\$100 million.

The Institute's research focuses on cancer (breast, cancer, leukaemia, lymphoma, multiple myeloma, lung cancer, colon cancer, and ovarian cancer), infectious disease (malaria, tuberculosis, HIV, and hepatitis) and chronic inflammatory and immune disorders (coeliac disease, type 1 diabetes, rheumatoid arthritis and transplantation) and continues a strong tradition of collaboration and interdisciplinary programs. The Institute has a strong national and international reputation for performing highly influential research and for translation that leads to long term improvements in disease, diagnosis and treatment.

The Institute's main laboratories are located within the Parkville precinct, a vibrant hub for life science research, education and healthcare provision. In addition, the Walter and Eliza Hall Institute's Biotechnology Centre is located 30 minutes from Parkville at La Trobe University's R&D Park in Bundoora. The Biotechnology Centre features facilities for medicinal chemistry, antibody production and malaria containment. The centre also functions as an incubator for the biotechnology companies.

## 3. Goals and priorities Our goals

- Making discoveries.
- Educate and train.
- Vibrant and inspiring organisation culture.
- Engage with our stakeholders.
- Build infrastructure, professional services and funding.

### Our priorities

We will achieve our goals by:

- Doing great science.
- Attracting and developing exceptional people.
- Securing the support we need.
- Maintaining a sustainable organisation.

## 4. Organisational values

The Institute has nine well-established values that underpin the culture:

- Excellence in science, innovation, education and communication.
- Creativity and inventiveness.
- Diversity of thought.
- Integrity.
- Collaboration.
- Mutual respect.
- Honesty and transparency.
- Ethical and social responsibility.
- Equality of opportunity.
- Continual improvement.

## 5. Key responsibilities

### Business development

- Interact on a daily basis with WEHI researchers, including laboratory heads and division heads, to identify opportunities, providing advice on creating value inflection points and considering sources of non-diluting and diluting income.
- Advise the IP and Contracts Manager, and Head of Business Development on commercialisation opportunities and issues as required.
- Assess technology transfer opportunities from WEHI staff and their collaborators and where appropriate, ensure intellectual property is appropriately captured, protected and leveraged for desired outcomes.
- Plan, advise and execute specific business development and commercialisation strategies which address WEHI priorities for key research relationships to achieve strategic outcomes.
- Liaise with the Institute's researchers to identify and drive potential funding and investment opportunities, and encourage the establishment of competitive multidisciplinary teams.
- Deliver investment pitches.
- Assist in preparation of investment cases and selected grant applications, including MRCF and other VC groups, NHMRC Development Grants, other federal and state government funds, patient group funds and philanthropy.
- Manage contract negotiations and commercialisation arrangements with research partners and ensure that proposals and contracts are consistent with WEHI's strategies and risk profile.
- Develop and maintain excellent working relationships with WEHI staff, other academic organisations, industry and government.
- Assist in developing a culture of transparency and cooperation between the Institute's research divisions and their partners.
- Together with the BD team, establish marketing communication packs for opportunities from the Institute and maintain a current description of the opportunity pipeline.
- Represent the Institute at commercial exhibitions, conferences and relevant workshops.
- Conduct market opportunity analyses in areas relevant to the Institute's focus, including identifying potential academic and commercial partners, potential sources of funds and using financial valuation and market analysis methodologies.
- Ensure compliance with agreements reached with biomedical companies and funders.
- Participate in in-bound and out-bound due diligence activities including IP issues, freedom to operate, constraints, fund co-mingling, reach through or other potential obstacles.
- Review and identify potential projects for internal or external investment, advising on critical proof of concept issues and securing inventiveness.
- Together with the IP and Contracts Manager and Head of Business Development, assist WEHI spin-out companies with commercialisation and IP management as required.
- Identify and assist with management of conflict and risk in technology transfer and commercialisation agreements.
- Assist the Head of Business Development in developing and supporting new strategic initiatives for the Institute as required, including strategic development in other countries such as China, South East Asia.
- Representation to government and other stakeholders on IP and commercialisation through contribution to submissions and presentations, as required.

### **Legal/Agreements**

- Undertake legal due diligence in all agreement negotiations, together with the IP and Contract Manager, Head of Business Development and external counsel as required.
- Provide advice on licensing of the range of technologies embraced by the Institute, including therapeutics, diagnostics, devices and software.
- Secure collaborators and licensees and negotiate agreements for specific projects and collaborations as agreed with the Head of Business Development.
- Drafting and review of agreements and advising the IP and Contracts Manager and Head of Business Development on agreements as required.
- Review grant agreements and secondments or exchanges of personnel between academic and commercial organisations, advising as required.
- In liaison with the Head of Business Development, focus on developing strategic, “key account” relationships with agreed collaboration partners.
- Assist the Head of Business Development and IP and Contracts Manager in establishment of Institute spinout or start-up companies.

### **Business Development - Administration/Education**

- Represent WEHI at external meetings, particularly those related to business development, technology transfer and IP, either for direct promotion of opportunities within WEHI or developing the biomedical sector and related policies.
- Prepare regular reports on activities for the Board Commercialisation Committee and present to the Board Commercialisation Committee.
- Represent the Business Development office on internal committees, as agreed with the Head of Business Development.
- Direct and develop capabilities, performance and career of the Technology Development Associate.
- Educate staff and students, and promote awareness of IP capture, development, protection, management and commercialisation.
- Perform IP and business metric reporting to funding bodies as required with other team members.
- Inform Finance on agreement obligations relating to monies, royalties and timing.
- Actively participate in the Business Development Intern Program, training and mentoring interns in commercialisation, technology transfer and negotiations; actively identifying high quality recruits.
- Assist the Head of Business Development in developing IP and commercialisation policies, especially as they relate to Australia.
- Act as an alternate for the Head of Business Development and IP and Contracts Manager on the Medical Research Commercialisation Fund’s Investment Review Committee.

## **6. Key selection criteria**

### **Personal qualities**

- Be a strong team member and become an integral part of a small team managing and developing the Institute’s technology transfer and commercialisation portfolio

## Position description – Business Development Manager

- Ability to work with others including scientists, lawyers, business executives, government, funders, and biomedical companies.
- Strong awareness of and track record in cross-cultural collaborations, deals and agreements.
- Ability to act with minimal supervision and maintain high integrity and confidentiality.
- Strong attention to detail and effective time management skills, including an ability to discriminate between the significant and not so significant.
- Sound technical, conceptual, analytical and financial skills as they relate to technology transfer and early product development, coupled with a strong commercial acumen.
- Proven ability to relate to researchers and clinicians (**empathy**). Understanding and supporting their ambitions is essential.
- Excellent formal and informal verbal communicator, writer and presenter, with an appropriate innate understanding of sales skills, in a wide range of cross-cultural settings.
- Exceptional oral, written and interpersonal skills, including the ability to build and manage relationships with a broad range of stakeholders, together with the aptitude to interact with both technical and non-technical groups.
- Outstanding analytical, conceptual, problem solving and research project management skills, with a strong understanding of the impact of legal contracts.

### Knowledge and skills

- A PhD in a relevant biomedical discipline is essential and further research experience through post-doctoral or industry positions is a clear advantage.
- Significant biomedical industry experience in either commercial product development, business development, and licensing or partnering.
- Strong strategic thinking with a clear capacity for tactical implementation.
- Proven track record in agreement negotiation and management, including financial terms and a focus on risk management through warranties, indemnities and liabilities.
- Demonstrated track record in securing collaboration, licensing and technology agreements with the global biomedical industry.
- Proven track record in securing capital from angels, seed and venture capital sources.
- Strong understanding of small molecule therapeutic discovery, development and commercialisation.
- Sound grasp of pre-clinical development processes and clinical trials strategies and stages.
- Experience in IP valuation methodologies and use in project and commercialisation decision making, including finance, costing and agreement negotiations.
- Track record of contributions to development of government policy with respect to science investment, IP, technology transfer and commercialisation.
- Ability to secure funds from philanthropy and less 'conventional' sources such as Gates, Wellcome etc.
- Understanding and ideally direct experience of company formation and governance, particularly as it relates to small biomedical companies.
- Broad national and international biomedical research and commercial networks.
- Strong interest in developing new geographic market opportunities and collaborations, especially in Asia.
- A demonstrated record of developing strategic plans and business plans and delivering against agreed milestones with high scientific or research and development content.

## **7. Occupational Health and Safety**

- Comply with institute Health and Safety Policies and Procedures.
- Take reasonable care of own safety and the safety of others around.
- Use Personal Protective Equipment (PPE) and safety devices appropriately.
- Report all hazards, incidents and injuries.
- Attend training programs as documented in individual training needs matrices.

## **8. Diversity**

The Walter and Eliza Hall Institute is an Equal Opportunity Employer. The Institute encourages and welcomes interest from Aboriginal and Torres Strait Islanders for roles within the Institute.

## **9. Privacy notification**

The collection and handling of declarations and personal information relevant to your employment will be consistent with the requirements of the *Privacy Act 1988*.

## **10. How and where to apply**

Confidential enquiries may be directed to Jeremy Wurm on +61 3 9602 1666.

Applicants are encouraged to submit a cover letter, current resume and three referees to [career@brookerconsulting.com.au](mailto:career@brookerconsulting.com.au)

Please address each of the key selection criteria with examples separately in a written document.