



Title	Senior Executive, KTI - Intellectual Property (IP) Management and Exploitation
Grade	Level E
Department	Knowledge Transfer Ireland & Engagement (KT & Engagement)
Business Unit	Research & Innovation
Reporting to	Department Manager
Location	Enterprise Ireland (EI) offices at Dublin, Shannon, Galway or Cork
Job Reference	EI.116.24E

NB: To apply for this role all applicants must have employment eligibility to work in Ireland and to be available to work from one of the EI locations specified for the role.

Background

Knowledge Transfer Ireland (KTI) was established within Enterprise Ireland (EI) by the Department of Enterprise, Trade and Employment (DETE) in 2014 as a national initiative to maximise access by companies and entrepreneurs to publicly funded research. KTI is a critical State investment that helps to facilitate the access to and the commercialisation of that research in order to deliver national societal and economic development impact.

The KTI purpose within EI is to help businesses benefit from access to Irish expertise, technology and talent by making it simpler to connect, engage with and commercialise from the research base in Ireland. It provides policy direction, practical resources and supports and also funds knowledge transfer activity in the Technology Transfer Offices (TTOs), via the recently launched KT Boost programme.

Role Purpose

The successful candidate will lead the development, implementation and maintenance of the KTI National IP Protocol (NIP) and associated template agreements, guides, tools and resources for optimal IP management, research commercialisation and collaboration between companies, investors, third level institutions, State research organisations, research funders and Government agencies.

As a member of EI's KTI team, the person appointed to this critical role will create the conditions for businesses to drive their innovation by maximising their access to and their use of State-funded technology, ideas and expertise. They will lead KTI's IP and exploitation communications and engagement across the stakeholder network, nationally and internationally, and will raise the profile of Knowledge Transfer (KT) in Ireland.

This role will be key to driving changes and updating the NIP and related policy or process levers as an enabler of more consistent and more efficient spin-out company development and creation and as an enabler of smoother enterprise engagement and collaboration with the public research system.

Key Deliverables

- Lead and drive the implementation of enhanced national knowledge transfer policy and practice in order to make the national knowledge transfer agenda more efficient, easier and impactful for industry and entrepreneurs, especially SMEs and start-ups.
- As part of the KT & Engagement team, play a vital and energetic role in carrying out and achieving KTI's national objective to facilitate best in class IP management, commercialisation of research and engagement between industry, the public sector and Irish Research Performing Organisations (RPOs).

- Drive and deliver optimal client impact and results from KTI by proactively overseeing and managing the development, implementation and maintenance of KTI tools and resources for research collaboration, licensing of intellectual property (IP) and spin-out formation.
- Oversee and manage the development and operation of KTI's National IP Protocol (NIP), as well as relevant template agreements and best practice guides
- Lead NIP reviews and appraisals including carrying out regular assessments of engagement levels, processes, practices and procedures and ensuring it is aligned to international best practice.
- Educate, support and advise relevant stakeholders on the NIP including internal colleagues, the Technology Transfer Offices (TTOs) and client companies.
- Maximise the exploitation of IP from Enterprise Ireland funded research projects through effective collaboration with Research Commercialisation colleagues. This will include reviewing and guiding consent processes to ensure augmented exploitation.
- Working as part of the KT Team, create and maintain linkages for companies to relevant Knowledge Transfer expertise in Higher Education Institutions (HEIs) and associated Research and Technology Centres through effective engagement and collaboration.
- Monitor, develop and implement best practice policies, practices and processes aligned with international best practice in knowledge transfer.
- Working as part of the KT & Engagement Team, create communications, networking and relationship-building opportunities that promote the impact of Knowledge Transfer from public research. This will include
 - Preparing and presenting stakeholder briefings on KT, including those relating to its outcomes, impacts and results e.g., with ongoing comparative analysis of emerging innovations and best practices internationally around IP management and KT.
 - Represent Enterprise Ireland on relevant internal and external fora relating to knowledge transfer e.g. European Commission knowledge valorisation working groups, National Open Research Forum and in engagement with DETE on aspects of KTI role e.g. NIP.
 - Develop and manage the KTI digital presence to keep it fresh, dynamic and responsive to changing stakeholder and strategic priorities.
- Contribute to other KT & Engagement team, R&I Division and Enterprise Ireland activities, as required.

Functional Competencies (Key Skills and Knowledge)

- Demonstrated knowledge and understanding of, as well as proven skills and experience in, IP management and engagement from a public-funded research context is essential.
- Demonstrated skills and experience in policy and process formation in IP management and exploitation is essential.
- A third level degree qualification in a relevant business, legal or scientific discipline is essential.
- Demonstrated skills and experience in or with research commercialisation (and associated intellectual property rights), industry-RPO engagement and/or new company formation is essential.
- Demonstrated skills and experience of relationship-building, networking and engaging with key stakeholder sectors at all levels of seniority aligned to this role such as business, investors, entrepreneurs, Research Performing Organisations, research funders, Government agencies, KT and Innovation leaders is essential.
- Robust communications skills and experience, both oral, writing and presentation, coupled with experience in creating awareness and promotion campaigns for business development and/or exploitation purposes. This will include representation and preparation and presentation of proposals, position papers and other complex documents for the purposes of communicating with impact to influence others.
- Strong skills and experience in reviewing and assessing research and innovation related policy documents, papers and/or protocols for continuous improvement purposes.
- Demonstrated knowledge and understanding of national and international best practices in IP management and Knowledge Transfer.
- Knowledge and understanding of Enterprise Ireland's strategy and of key RD&I supports and services to industry in Ireland.
- Strong analytical and organisational skills and experience.

Enterprise Ireland Behavioural Competencies

Results Focused

The ability to remain outcome and results focused with regard to business priorities and organisational goals, monitoring progress and adjusting approach ensuring delivery against the appropriate timescales.

Innovation and Risk-Taking

Actively encourages new ideas, experimentation and measured risk-taking, while always being on the look out for opportunities to continuously improve business processes and efficiencies within Enterprise Ireland and client organisations.

Problem Solving and Decision-Making

The ability to be decisive and take tough decisions about clients, people and costs to deliver sustainable results, using the analysis of information and situations to make logical and sound decisions.

Client Focused

The ability to provide an excellent client service focusing on client needs and building and maintaining effective personal and business relationships to advance clients' objectives and Enterprise Ireland strategy.

Communicating with Impact to Influence Others

Communicates in a manner that will persuade, convince and influence their own staff and others, both internally and externally, in order to motivate, inspire or encourage them to follow a particular course of action.

Teamworking

Co-operates with colleagues, shares information and respects the opinions and values of staff members. Understands the skills, experience and knowledge of staff members and maximises how these can be utilised to the benefit of the department, the organisation and the client.

Embracing & Leading Change

Understands the business agenda of Enterprise Ireland and embraces changes for area of responsibility and for external and internal clients.

Acting / Leading with Integrity

Lives the Enterprise Ireland purpose and values, acting genuinely and with integrity, in a manner that builds trust and engages and motivates others, placing the genuine needs of the client, the organisation, and staff ahead of personal agendas

Networking

Establishes and maintains mutually beneficial relationships with colleagues and other networks for the purpose of sharing information.

Developing Yourself & Others

Creates an environment that enables others to excel in terms of job performance.

Salary Scale

€79,086 - €97,130 per annum contributory superannuation

Rising to €103,106 by long service increments

€76,389 - €92,272 per annum non-contributory superannuation

Rising to €97,951 by long service increments.



Candidates should note that entry will be at the minimum of the relevant scale and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Subject to satisfactory performance, increments may be payable in line with current Government Policy.

** Point of entry on this salary scale may differ from the minimum point of the scale if the successful candidate is a current public or civil servant. **

Application and Selection Process

The selection process may include short-listing of candidates. The selection criteria will be based on the essential requirements of the position. It is therefore important that you provide a detailed and accurate account of where you believe your skills and experience meet the requirements for the position. This should be contained in a short supporting document (template attached - maximum 2 pages) accompanying your CV.

To apply for the position, send a detailed CV and supporting document quoting reference number EI.116.24E to enterpriseireland@consciatalent.com to be received **on or before Friday 14th February 2025**.

For queries in relation to this role or the application process applicants should contact donald@consciatalent.com

All correspondence will be acknowledged in writing by Conscia Talent within 3 working days.

Applicants who do not receive an acknowledgement within 3 working days should contact dearbhla@consciatalent.com.

**ISSUED BY PEOPLE AND CHANGE DEPARTMENT, ENTERPRISE IRELAND ON THURSDAY 23RD
JANUARY 2025**

Enterprise Ireland is an Equal Opportunities Employer

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