

Job title	Head of Technology Transfer and Partnerships		
Job family	Research and Development	Band	F

Job purpose

The Head of Technology Transfer and Partnerships is responsible for developing and implementing a strategy to ensure the BBC’s world leading research delivers changes to the BBC and the industry in such a way that it support the BBC’s strategies. The role holder both creates process and tools for use across BBC research and development teams to enable project leaders to effectively transfer their projects and executes more complex transfer projects on behalf of the department.

The role holder works with colleagues in commercial, technical, editorial and regulatory roles at Director level and has significant exposure to external organisations in key transactions.

Key responsibilities and accountabilities

- Defines, develops and communicates strategy and processes for assuring research insights are transferred to the BBC and industry to deliver the BBC’s strategic objectives. Transfer strategies can encompass multi-year (5 year +) activity. Creates departmental process and tools to enable project leaders to execute transfer effectively
- Is accountable for departmental policies and budget for protecting intellectual property assets and leads decision making for key patent stages
- Establishes norms for collaborative and commercial relationships between the BBC and third parties and puts in place structures to assure that research contracts follow those norms
- Creates and fosters continuing collaborative partnerships with third parties (universities and industrial), ensuring that they are aligned with departmental work plan and that the results of the collaboration can be effectively used by BBC
- Leads complex commercial negotiations for both collaborative research and licensing of the results of research. Establishes business models as appropriate for managing exploitation of results. Brings revenue to the BBC as a result of these contracts. BBC’s research relies on this revenue to underpin a proportion of its research activity and hence work plan
- Works with project leads to undertake specific transfer activity as appropriate to the project. This might include: participating in productions that use the technology, assisting in building case for adoption of technology with colleagues across the BBC or meeting with companies external to the BBC who may adopt the technology (to BBC’s ultimate benefit).
- Communicates complex concepts and influences diverse groups of stakeholders (sometimes with divergent views) across and outside the BBC to create an environment that is receptive to transfer and enable the transfer of specific technologies
- Creates processes and tools that enable the BBC to capture and monitor the impact its research has on the BBC and our industry. Produces reporting to enable the BBC to represent its impact to government and other stakeholders

- Manages a team of managers and supporting staff to deliver transfer and partnership. Grows team members to deliver on their potential and builds a high performing team
- Achieves organisational goals while meeting assigned budget. Anticipates future budget and shifts it as needed to achieve business goals

Knowledge, skills, training and experience

Essential

- Excellent broad understanding of technologies (including emerging technologies), intellectual property and licensing issues. Can act as source of authority in the use of intellectual property
- A good understanding of the BBC, its regulatory environment, the creative process and media industry. Ideally strong existing networks throughout the BBC
- Strong strategic, financial and commercial know-how, likely through an MBA or equivalent exposure to commercial and entrepreneurial businesses
- Superior problem solving skills addressing multi-part problems with high levels of uncertainty
- Track-record in delivering complex multi-faceted projects that combine objectives in technology development, influencing people and commercial outcomes
- Track-record in managing partnerships over several years and through multiple initiatives
- Very strong interpersonal skills, able to work effectively with different kinds of communities with different norms and communication styles
- Comfortable communicating with and influencing C-Level / Exec-Level stakeholders
- Experience in delivering work through people not line managed
- Ability to define and implement business processes and tools within an organisation

Job impact

Decision making

- *Responsible for prioritising teams work and patent expenditure and obtaining business buy-in to those decision*
- *Allocating work within the team*
- *Determining commercial and intellectual property objectives for collaborative projects and determining that agreed terms fit those objectives*
- *Collaborating with senior stakeholders outside BBC and bringing their requirements to bear on the research work*

Scope

Finance: *The role holder leads a team with annual budget of c. 1.75m and bring annual income of c. 1.5-2m*

JOB DESCRIPTION



Line management: The role holder line manages a team of c. 7

Ad-hoc teams: Participates and leads ad-hoc teams - much of the work of the role holder and team is through ad-hoc teams around specific projects.

Other information

For Reward team use only

Job Code

Definition:

Content / Content Support / Support

This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.

Appendix

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

Division	
Reports to (title)	
Location base	

Organisation structure	
<p>The BBC has world leading insights into how technology can change the landscape of the media industry and how that technology may change what media companies like the BBC can do for their audiences and society.</p> <p>The Transformation team is tasked with envisaging the future technology needs of the BBC and what we need to do to meet those needs. It is part of the Technology Strategy and Architecture function and works actively with the Research and Development department.</p> <p>The Technology Foresight function is a critical part of achieving this. It brings together the insights from the Research and Development department, the BBC’s Blue Room* and the work of the TSA community and uses them to influence inside and outside the BBC to help deliver the BBC’s objectives. The Head of Technology Foresight manages this function, brings insight and editorial coherence to the messages from these three areas, and acts as a thought leader for the BBC in this space.</p> <p>The Head Of Technology Foresight seeks to continuously raise the BBCs game in influencing the technology agenda inside and outside the BBC. The role holder will develop and implement approaches to achieving that influence, which will include at a minimum:</p> <p style="padding-left: 40px;">In consultation with the Chief Architect, the Controller R&D, leaders across the BBC and outside, and the teams in their Technology Foresight group, developing messages that inform about technologies that may impact the BBC and carry the influence so that technologies evolve to meet the BBCs needs.</p> <p style="padding-left: 40px;">Managing the three teams that deliver those messages, providing coaching to the leaders of those teams and ensuring the campaigns delivered by those campaigns act as a coherent whole</p> <p>Acting as a thought leader within and outside the BBC on key areas, for example by acting as an adviser to most senior management and represent BBC in public sphere</p>	

Additional job specific responsibilities and accountabilities
<ul style="list-style-type: none"> • Place emerging technology capability in a strategic context for the BBC • Develop and prioritise messages that inform and convince people across and outside the BBC as to our strategic perspective with respect to those technologies • Run teams to develop and carry those messages in written, online and physical form within their domains

- Ensure the campaigns of activity developed by their teams meet the needs of the individual areas (R&D, Blue Room, TS&A) while representing a coherent whole and making most effective use of the resources available
- Run and participate in conferences and events
- Influence at senior level, including acting as advisor to senior management in D+E
- Manage agreed external partnerships and ensure regular communications and updates to BBC senior stakeholders
- Create compelling content that explains our strategic technology concept aimed at both technical and non-technical communities
- Personally make the case for our strategic context in person, both within BBC discussions and public forums.

Approval	
Manager	Name and job title
HR Business Partner	Name
Date	