AUBURN
Human Resources

Dir, Commercialization

Job Description

JOB INFORMATION

Job Code	HC77
Job Description Title	Dir, Commercialization
Pay Grade	RE14
Range Minimum	$115,500
33rd %	$154,000
Range Midpoint	$173,250
67th %	$192,500
Range Maximum	$231,000
Exemption Status	Exempt
Organizational use restricted to the following divisions	170 Senior VP Research Econ Development
Approved Date:	10/30/2024 2:45:51 PM

JOB FAMILY AND FUNCTION

Job Family:	Research
Job Function:	Technology Commercialization & Economic Development

JOB SUMMARY

Promotes adoption of university technologies by performing technology assessments, market evaluations, and patentability analyses often for complex and multi-faceted commercial opportunities.

RESPONSIBILITIES

- Manages, supervises, and evaluates the work of the Intellectual Property (IP) Exchange Commercialization Team, which is comprised of Licensing Officers, interns, postdoctoral fellows, and other temporary employees.
- Oversees management of the university's patent and license portfolio, including periodic reviews of active inventions, monitoring responses to and decisions on open patent actions and maintenance fees, and interacting with current licensees to ensure compliance with their commercial obligations.
- Develops commercialization strategies including IP protection elements by considering the technology, the market, and the strengths of the research team. Conducts research and analysis to identify market applications for disclosed technologies.
- Identifies and assesses new technology commercialization opportunities arising from the university to include assessing commercial potential, commitment of inventors to the commercialization process, suitability for patent or other IP protection, competitive advantages, and scientific merit. Conducts patent searches and freedom to operate for new technologies.
- Develops marketing strategies, prepares descriptions of technologies, and markets commercial opportunities to potential licensees and investors. Negotiates the deal terms for commercialization licenses or research collaborations.
- Oversees programs to proactively foster interaction and collaboration among industries, institutions, and the university for the commercialization and/or development of technologies. Organizes and facilitates meetings with specific industry partners to match their needs with university expertise.
- Identifies new technology trends and needs within industry, governmental agencies, and other third parties.
- Participates in major commercialization efforts and special projects to advance technologies to the market, including internal grant programs, customer discovery, collaborating with the College of Business, and engaging with outside vendors. Coordinates with licensing and business development personnel with the aim of start-up companies to commercialize university technologies.
- Assists the Executive Director of the IP Exchange on commercialization-related projects, as needed.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor.

Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	Full supervisory responsibility for other employees is a major responsibility and includes training, evaluating, and making or recommending pay, promotion or other employment decisions.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
Master's Degree	Business, Law, Engineering, Physical or Life Sciences.	and	8 years of	Experience in developing and/or implementing commercialization strategies; experience in market research, technical analysis, technical writing; experience in IP (especially patents) evaluation and comparison to identify Freedom to Operate issues and develop alternate paths to commercialization. Experience should reflect progressively increasing levels of responsibility and accountability. Must have 1 year experience leading, mentoring or supervising others.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Knowledge of research techniques, marketing and commercialization strategies, technical analysis, technical writing, product development, and intellectual property (IP) protection procedures.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
	None Required			
	Certified Licensing Professional (CLP)	Upon Hire	Desired	
	Registered Technology Transfer Professional (RTTP)	Upon Hire	Desired	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing			X			

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Walking			X			
Sitting				X		
Lifting	X					
Climbing		X				
Stooping/ Kneeling/ Crouching		X				
Reaching			X			
Talking				X		
Hearing				X		
Repetitive Motions			X			
Eye/Hand/Foot Coordination			X			

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold		X			
Extreme heat		X			
Humidity		X			
Wet		X			
Noise		X			
Hazards		X			
Temperature Change		X			
Atmospheric Conditions		X			
Vibration		X			

Vision Requirements:

Ability to see information in print and/or electronically.