

A modern building with a facade of colorful horizontal slats in shades of blue, green, yellow, and red. The building is set against a clear blue sky. In the foreground, there is a paved area with some greenery.

ploughshare

**VP Commercialisation
Defence & Security**

Candidate Information Pack

Closing Date: Sunday 21st July 2024

Contents



- Introduction



- The role



- Person Specification



- Application Process



- Expected Timeline



Terms of
employment



- Diversity & Inclusion



- FAQs and Contact Details

Introduction



A note from Hetti Barkworth-Nanton CBE, CEO Ploughshare Innovations Limited:

Science benefits people, the planet and our economy only when it is transformed into practical, adopted solutions. UK Defence and National Security has nurtured some of the most impactful scientists and has originated some of the most ground-breaking technologies in history; the field of signals intelligence, the world's first universal machine that translated and worked with any symbols that enabled the Allies to break the Enigma code. Historically, government labs have been the originators of the most advanced technology to benefit society, economy and the planet when transformed into practical, adopted solutions

The UK's desire to be a science superpower is fundamental and resulting in significant new policies actions to underpin it. Never before has the pull for invention to be exploited been so strong from a Central Government policy perspective. The Ministry of Defence (MOD) invests £1 billion pa in Science

and Technology, churning out intellectual property that, when expertly exploited at pace, brings strategic capability back to defence, greater economic and industrial resilience and prosperity to the nation. £400 million of this £1 billion is MOD owned intellectual property that has potential for exploitation but might languish in the lab without proactive liberation.

Ploughshare is the strategic partner that gives MOD the capability to translate ideas in the lab to worldclass innovation, such as groundbreaking laser protection for our Forces, or sepsis diagnostics for the civilian population.

Our mission is to be the hub that makes UK Government Science real, and our medium-term strategy is to enable greater exploitation of innovation across Government, offering 'Ploughshare as a Service' to other departments. Ploughshare is currently on contract with the Met Office and National Oceanography Centre (NOC).

To do this requires unique capability, free from the risk averse constraints of Government, diverse and curious talent,

connected into the widest possible industries and innovation eco-systems. With marketing in its DNA, it must be equally brilliant at engaging with and gaining trust from Government scientists, as it is collaborating with investors, users, and entrepreneurs. This work requires the ability to challenge the status quo and engage and inspire outside of the norm.

As a result, I am delighted to invite you to apply for the post of VP, Commercialisation where you will lead a business unit of Commercialisation Managers and Senior Commercialisation Managers who all work with researchers to deliver impact through innovation, using spinouts, licensing and other agreements.

I look forward to receiving your application for this opportunity.

Hetti Barkworth-Nanton CBE

Introduction

Established in 2005, Ploughshare is wholly-owned by the UK Ministry of Defence (MOD).

We have exclusive rights to a unique portfolio of MOD-developed and crown-owned intellectual property, and we exist to transform ideas into commercial opportunities.

We work with government research and development teams and industry including manufacturers, software providers and MedTech companies to turn innovation into impactful, real-life products and solutions that:

1. **Enhance and protect our Front Line Commands**
2. **Provide new and cutting-edge solutions for our healthcare system**
3. **Combat crime to make our streets safer**
4. **Make our planet more sustainable**

We turn government-developed and crown-owned intellectual property into impactful products and solutions through commercialisation. We get the latest innovation and technology to market by negotiating license agreements and creating spin-outs.

We work with research and development teams within the UK Ministry of Defence (MOD) including DSTL and AWE, as well as other government organisations including the Met Office and National Oceanography Centre to accelerate innovation across four portfolios – defence and security, digital science, health and wellbeing, and climate, environment and sustainability.

Our Three Pillar Strategy



DISCOVER



LIBERATE



SCALE

Introduction



Our Expertise

- Intellectual Property Evaluation
- Market Assessment
- Business Planning
- Business Development
- Sourcing Investment
- Intellectual Property Licensing
- Spin-out Creation
- Post-deal Management

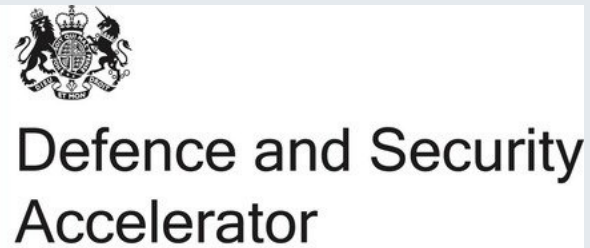
Innovative ecosystems

We uniquely have access to innovations created by leading scientists and engineers from laboratories across the UK Ministry of Defence and wider government.

The innovations we are privileged to have access to have more than 'blue sky' thinking behind them. They will typically have been developed to meet operational defence and security requirements, benefit from having received government backing, and have robust intellectual property to protect them.

Introduction

CLIENTS



The Role

Title:	VP Commercialisation (Defence & Security)
Reporting To:	Commercial Director
Direct Reports:	A variety of Senior Commercialisation Managers and Commercialisation Managers, dependant on the business stream
Purpose:	Lead a business unit of Senior Commercialisation Managers and Commercialisation Managers who all work with researchers to deliver impact through innovation, using spinouts, licensing and other agreements
Context:	Head up a business unit, sit on Business Integration Squad, represent their team at senior level



The Role

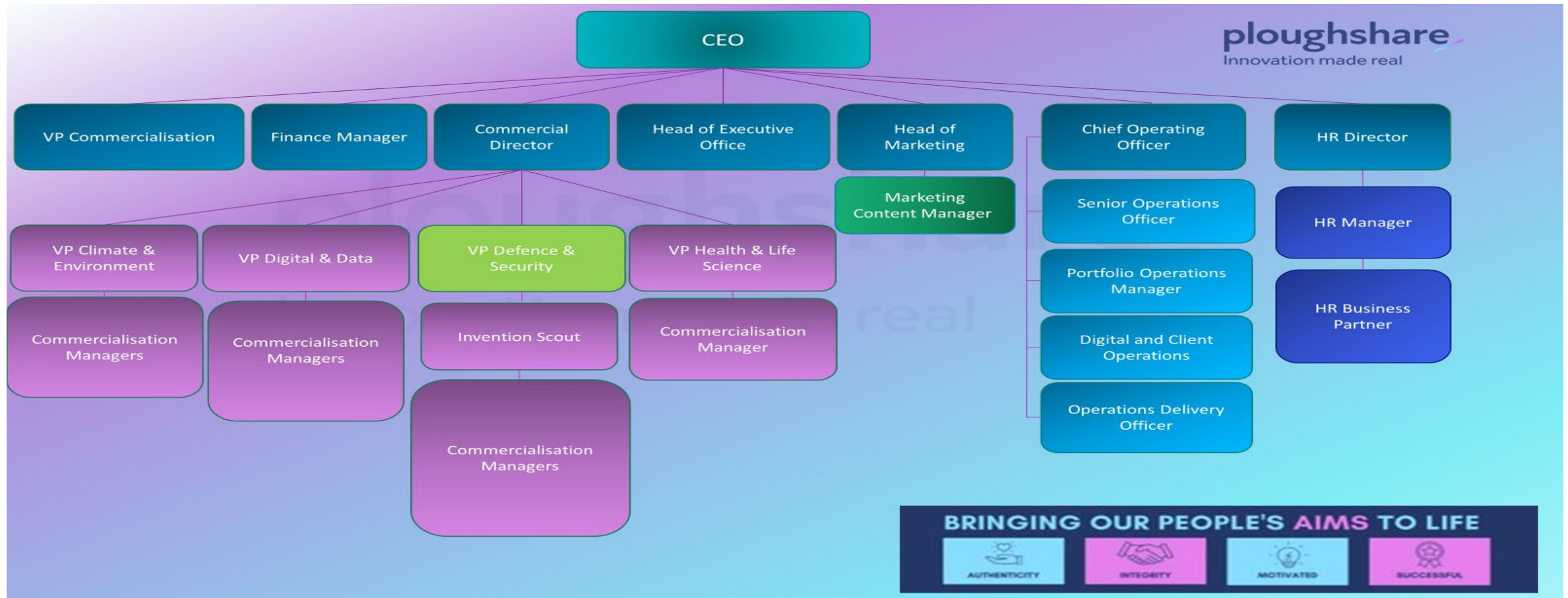
Responsibilities

- Build success for Ploughshare, and its shareholder Dstl, by enabling fast-paced commercialisation to harness market impact.
- Maintain and expand extensive networks both internally, cross government and with industry, entrepreneurs, and potential investors to help grow our business and brand.
- Assist with the identification and management of technology portfolios from our IP source organisations.
- Lead license deals or create spin-out companies, as deemed most suitable for each technology, to deliver maximum impact and financial returns.
- Share methodology improvements with our hardworking team, who you will help to encourage and mentor.
- Help licensees to grow and achieve their objectives through ongoing post deal management and support.



The Role

Organisation Chart



Person Specification

It is important that in your application you provide evidence and examples of proven experience of these selection criteria. These responses will be developed and discussed with those candidates invited for interview.



Please provide evidence of the following Essential Criteria in your Supporting Statement

Essential Criteria:

- Extensive experience working within Defence & Security ecosystem
- Established leader in a Commercial / Contracts function
- Excellent interpersonal skills: interaction with a diverse set of individuals including experts in specific areas of science, patent attorneys and key stakeholders in commercial companies. Being able to link all these require high level verbal and written skills.
- Experienced negotiator and presenter
- Gravitas to drive strategic outcomes and sound decisions to impact bottom line
- Experienced in leading international commercial projects

Desirable

- An understanding of Intellectual Property Rights and the patent process.
- Ideally have experience of complex licensing deals and will be able to mentor and guide their teams to deal closure and beyond.

The successful candidate will hold the following qualifications/ memberships

- A degree in any relevant science discipline or demonstrable knowledge of the 'scientific method', technical and know-how capability

Application Process

Application

Veredus have been retained to support this recruitment process. To apply for this role, please submit the following documentation via the Veredus website – www.Veredus.co.uk, job reference number – **16544 – Ploughshare – VP Commercialisation Defence**

All applications must include the following:

- A **CV** (no more than 2 pages) setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A separate **Supporting Statement** of no more than 2 pages in a PDF document providing clear evidence of how you meet the **Essential Criteria** laid out in the Person Specification

As part of the application process, you are asked to **complete the following**:

- **Diversity Monitoring questionnaire** via the link below:

[Click Here to Complete Diversity Monitoring Questionnaire](#)

If you do not wish to provide a declaration on any of the characteristics, you have the option to select 'prefer not to say' but completion of the form is a **mandatory part of the process**, and your application will not be considered complete without it.

Any data collected in this section will be reported in an anonymous and aggregate format and will not be seen by anyone assessing your application.

- **Candidate Supporting Information Form** via the link below:

[Click Here to Complete Candidate Supporting Information Form](#)

- All applications will receive and “on-screen” acknowledgement when applying via the Veredus website
- The information you provide when submitting your application will help us monitor our progress towards the Civil Service becoming the most inclusive employer. **For more information, see the [Civil Service Diversity and Inclusion Strategy](#)**
- All applications will be reviewed by the selection panel with the strongest candidates being invited to the interview process in Porton Down. Full details of the selection and assessment process will be made available to shortlisted candidates.
- Ploughshare reserves the right to make any offer of appointment conditional upon references and satisfactory conclusion of security enquiries.
- By applying for this role, **Ploughshare will also consider your application for other suitable roles** within the organisation for a 12-month period from the closing date of the original campaign.
- **Applications must be submitted by 23:59 on Sunday 21st July 2024**
- **If you would like to discuss the role in more detail before applying**, please contact our advising Consultant: Stephen Womersley – Stephen.womersley@veredus.co.uk

Application Process

Longlisting and shortlisting

All applications will be reviewed by the selection panel who will consider the evidence provided by the candidates against the essential criteria. Applications will be longlisted and then shortlisted. Candidates selected for longlisting will be invited for a talk with Stephen Womersley at Veredus to further explore their skills and experience. Following this the panel will meet again to further assess candidates and agree a shortlist.

Assessment

Candidates shortlisted will be invited to an interview with

- **Members of the Ploughshare Leadership Team** **TBC**

The interview will include the requirement to prepare a presentation for which they will normally be given at least one week's notice of the subject. The assessment process may also involve other forms of assessment to support the panel's decision making, including psychometric testing and/or staff engagement sessions which will be fed back to the interview panel. Full details of the assessment process will be made available to shortlisted candidates.

Conflict of Interest

If you have any interest that might be relevant to the work of Ploughshare Innovations and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in the Diversity Information Form.

If you have queries about what constitutes a conflict, please contact: Julie.Henrick@veredus.co.uk

Offer

Regardless of the outcome, we will notify all candidates as soon as possible after the final interview.

Ploughshare reserves the right to make any offer of appointment conditional upon references and satisfactory conclusion of security enquiries. Due to the volume of the applications we receive we cannot guarantee feedback in relation to the longlist or shortlist results.



Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, to meet the dates given. Please note that these dates may be subject to change. If you anticipate any difficulties attending, please advise of this in your application.

The anticipated timetable is as follows:



Advert closing date

Sunday 21st July 2024 @ 23:59



Longlist and Shortlist

W/C 26th July and W/C 9th August 2024



Assessment activities

W/C 19th August 2024



Panel interviews

W/C 26th August 2024 - onwards

It is expected that interviews up to final panel will be via Teams, final panel will be conducted in-person, however this will be confirmed during the shortlisting process and successful candidates will be informed accordingly.

Terms of employment

The information offered in this document is supplied in good faith but does not in itself form part of the contract of employment.

Location:

Hybrid working model. Main office Porton Science Park, Porton Down, Wiltshire. There will be some travel within the UK as well as occasional international travel.

Salary:

External Candidates: £80,000-105,000, depending on skills and experience, with potential to rise for an exceptional external candidate.

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Civil Servants: Standard rules will apply for Civil Servants applying on promotion or on level transfer

Bonus:

You will be eligible to earn up to 20% discretionary, non-contractual, non-pensionable, non-consolidated performance related award according to current Ploughshare policy. This will be based on a combination of personal & company performance.

Annual Leave:

25 days in the first year, rising by one day per year to a maximum of 30 days.

Pension:

You are entitled to membership of our Scottish Widows Pension Scheme. More information can be found at www.civilservicepensionscheme.org.uk

Relocation:

Not applicable for this role

Other Benefits:

As noted on next page – “People Benefits”

Contract Type:

Permanent employment contract

Ploughshare Website:

www.ploughshare.co.uk

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PEOPLE BENEFITS



Seasonal flu jab paid for by the company



Private health care, extra cancer care, and private GP with no excess*



Employee assistance programme. Confidential telephone service 24 hours a day: 0800 072 7072



Purchase up to 5 extra days of holiday per FY for all full-time employees. Pro rata for part-time employees



4x basic annual salary life insurance



Monthly employer pension contributions of 12.5%*



80% dental cash back up to £400 a year



Choose to give as your earn each month via salary sacrifice to a chosen charity



Cycle to work scheme



80% cashback of prescribed glasses and contact lenses up to a £200 purchase. £25 cash back for eye tests per year



Electric car scheme



Employee recognition aligned with our values



Long-term incentive plan



50% Income protection



3 days' allowance for volunteering per year

- Single cover health insurance will be contributed to by the company each month. This is an employee taxable contribution.
- You can opt to add family members into private health care and pay directly from salary each month.
- Salary sacrifice contributions into pensions attract a NI rebate which boosts your pension even more!
- Travel insurance is included with your private health care cover. Travel insurance will be provided for employees not enrolled on to the private health care provider.
- If an insurance provider refuses for any reason to provide insurance benefit to the employee (or, if suitable, a spouse, civil partner and/or children) under any insurance scheme the company shall not be liable to provide the employee with any replacement benefit of the same or similar kind or to pay any compensation in lieu of such benefit.

Please contact the HR Squad for full details on our People Benefits: hr@ploughshare.co.uk

Terms of employment

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Security Clearance:

If successful, you will be required to undergo security vetting to Security Cleared (SC) level as a pre-condition of formal offer and employment. We will carry out criminal records and credit reference checks and a check against security service records.

Please note that individuals should **normally** have been resident in the UK for five years preceding their application for clearance. For further information please follow this link <https://www.gov.uk/guidance/security-vetting-and-clearance>

Nationality

UK Nationals and those eligible for SC clearance can apply

Civil Service Recruitment Principles

Selection for appointment to the Civil Service is on merit, on the basis of fair and open competition, as outlined in the Civil Service Commission's Recruitment Principles.

The Civil Service Commission has two primary functions:

Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition. For most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.

Hearing and determining appeals made by Civil Servants under the Civil Service Code which sets out the Civil Service values – Honesty, Integrity, Impartiality and Objectivity – and forms part of the relationship between Civil Servants and their employer.

More detailed information can be found at the Civil Service Commission website:

<http://civilservicecommission.independent.gov.uk/wp-content/uploads/2015/04/RPApril2015.pdf>

Diversity and Inclusion

The Ploughshare Innovations value and welcome diversity.

The recruitment process will be governed by the Civil Service Commission's Recruitment Principles and appointment will be on merit, on the basis of fair and open competition.

The successful candidate will need to demonstrate that they meet the criteria for this appointment. We encourage applications from talented individuals from all backgrounds and experience across the whole of the United Kingdom.

Senior Leadership Teams are most effective when they reflect the diversity of views of the society they serve and this is an important part of the Government's levelling up agenda.

We collect data about applicants' characteristics and backgrounds, including information about people's educational and professional backgrounds, so that we can make sure we are attracting a broad range of people to these roles and that our selection processes are fair for everyone. Without this information, it makes it difficult to see if our outreach is working, if the application process is having an unfair impact on certain groups and whether changes are making a positive difference.

Reasonable Adjustments

Government departments are committed to making reasonable adjustments to make sure applicants with disabilities, physical or mental health conditions, or other needs are not substantially disadvantaged when applying for public appointments. This can include changing the recruitment process to enable people who wish to apply to do so.

Some examples of reasonable adjustments are:

- Ensuring that application forms are available in different or accessible formats
- Making adaptations to interview locations
- Allowing candidates to present their skills and experience in a different way.
- Giving detailed information on the selection / interview process in advance to allow candidates time to prepare themselves.
- Allowing support workers, for example sign language interpreters
- Making provision for support animals to attend.

When you apply you will have the opportunity to request reasonable adjustments to the application process.

- **Official Secrets Act:** This post is covered by the Official Secrets Act.
- **What Pre-Employment Screening will I undergo prior to a formal offer of employment?** The successful candidate will be subject to pre-employment screening checks including confirmation of identity, employment history over the last three years (or course details if in full time education), nationality and immigrations status, and criminal record (unspent convictions only). Checks will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud and dishonesty had their employment continued. Any applicant whose details are found to be held on the IFD will be refused employment.
- **What will you do with my information?** We take our responsibilities under the Data Protection Act seriously. Any data about you will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may also be used for the purposes of monitoring the effectiveness of the recruitment process but in these circumstances all data will be kept anonymous. The Diversity Monitoring form is used for monitoring the selection process only. If you are unsuccessful, personal data relating to your application will be destroyed after 12 months. If you are successful, data will be held by Ploughshare HR.
- **What is the Civil Service Code?** All civil servants are subject to the provisions of the Civil Service Code, which details the Civil Service values, standards of behaviour and rights and responsibilities. For further information, visit <https://www.gov.uk/government/publications/civil-service-code/the-civil-service-code>.
- **What is the Civil Service framework on behaviours at leadership, and how can I prepare for my interview?** Find out more here [Civil Service Competency Framework](#)
- **Are there any restrictions on Political Activities?** During the period of appointment there will be certain restrictions on political activities.

- **Will you consider my application for other roles?** By applying for this role, Ploughshare will also consider your application for other similar and suitable roles within the organisation for a 12-month period from the closing date of the original campaign.
- **What is your approach to Equal Opportunities?** The MOD is an Equal Opportunity employer, aiming for the widest possible diversity in its workforce, drawing recruits from every part of the community. We particularly welcome applications from ethnic minority people, women and people with disabilities who are currently under-represented. Our policy is to provide equal opportunities for employment, career development and promotion to all eligible personnel on the basis of ability, qualifications and fitness to work. Under the Equalities Act 2010 we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify in your application.

We will also consider any reasonable adjustments under the terms of the Act to enable any applicant with a disability (as defined under the Act) to meet the requirements of the post. Please complete a Diversity Monitoring questionnaire and submit it with your application.
- **What do I do if I want to make a complaint?** In the unlikely event that you feel that your application has not been treated in accordance with the Commission's Recruitment Principles and you wish to make a complaint you should, in the first instance, contact DESHR-WSC-PMOCOMPLAINTS@mod.gov.uk. If you are not satisfied with the response you receive from the department you can contact the Office of the Civil Service Commissioners at info@csc.gov.



Submarine
Delivery Agency

Contact us...

Karl.Robson@veredus.co.uk

Stephen.Womersley@veredus.co.uk
