



Vacancy Announcement

STAFF VACANCY ADVERTISEMENT

The Lilongwe University of Agriculture and Natural Resources (LUANAR) is inviting applications from suitably qualified, highly motivated, and experienced individuals to be considered for the following vacant positions in various establishments of the University:

1. Technology Transfer Manager

a. Role Summary

The Technology Transfer Manager will oversee the commercialization of research and innovation, fostering collaborations between the University and external stakeholders. The successful candidate will manage the entire technology transfer process, from intellectual property protection to licensing agreements.

b. Key Duties and Responsibilities

- Collaborate closely with researchers to understand their projects and guide them through the technology transfer process.
- Work with University committees to assess patentability and the commercial potential of inventions.
- Provide training to faculty, staff, and student researchers on technology transfer and intellectual property (IP) to raise awareness and nurture entrepreneurial skills and mindsets.
- Assist inventors in identifying potential licensees for IP.
- Promote University technologies to potential licensees and industry partners.
- Support inventors in establishing start-ups and licensing University IP.
- Seek patent protection or other protective measures for intellectual property.
- Engage with various stakeholders, including government bodies, to foster a supportive environment for technology transfer.
- Draft, negotiate, and execute legal agreements such as material transfer agreements, non-disclosure agreements, and technology development agreements.
- Develop and implement strategies to market and commercialize University intellectual property.

- Develop and execute strategic plans for the growth and sustainability of the technology Transfer Office.
- Contribute to the development and amendment of University policies related to technology transfer and commercialization.
- Ensure compliance with all legal, regulatory, and ethical standards involved in technology transfer activities.
- Manage invention disclosures, maintaining accurate records of protected IP and any income generated.
- Organize and participate in networking events, conferences, and industry meetings to promote technology transfer efforts.
- Track and distribute communications and royalties to inventors.
- Perform other duties as assigned by relevant University Authorities.

c. Qualifications, Skills, Experience, and Attributes

- A Master's in a relevant field such as Pure Sciences, Engineering, Economics, Social Sciences or a related field.
- At least 7 years of experience in technology transfer, licensing or commercialization preferably in the higher education or public sector.
- Proven expertise in IP issues, including patents, trademarks, copyrights, and trade secrets.
- Strong proficiency in modern data analysis tools and report writing.
- Ability to develop and implement strategies for commercializing technologies.
- Experience in identifying and pursuing business opportunities, partnerships, and collaborations.
- A thorough understanding of higher education policies, strategic planning, and institutional development.
- Excellent analytical and problem-solving skills.
- Strong leadership, communication, and interpersonal abilities.
- High attention to detail and ability to manage multiple projects simultaneously.
- Strong organizational skills and capacity to meet deadlines.

2. Technology Transfer Officer

a. Role Summary

The Technology Transfer Officer will be responsible for facilitating the transfer of University research and innovations to the marketplace. The role includes assisting in managing intellectual property (IP) processes, working with researchers to identify commercialization opportunities, and connecting the University's research outputs with industry partners for licensing, patenting, and start-up development.

b. Key Duties and Responsibilities

- Collaborate with University committees to assess the patentability and commercial potential of inventions.
- Provide training to faculty, staff, and student researchers on technology transfer and intellectual property (IP), aiming to raise awareness and foster entrepreneurial skills and mindsets.
- Work closely with researchers to understand their projects and guide them through the technology transfer process.
- Promote University-developed technologies to potential licensees and external partners.
- Support inventors in the process of creating start-ups and licensing University intellectual property.
- Develop and implement strategies to market and commercialize University intellectual property.
- Manage the invention disclosure process, ensuring all innovations are properly documented and assessed.
- Organize and participate in networking events, conferences, and industry meetings to promote the University's technology transfer activities.
- Provide training on technology transfer and IP to faculty, staff, and student researchers to not only raise awareness but also to help them develop entrepreneurial skills and mindset.
- Work with inventors to find potential licensees for IP.
- Seek patent protection or other protective measures for IP.
- Assist in developing and implementing strategic plans for the growth of the Technology Transfer Office.
- Contribute to the development and amendment of University policies related to technology transfer and commercialization.
- Ensure compliance with legal, regulatory, and ethical standards in technology transfer.
- Maintain a register of protected IP and records of any income generated.
- Perform any other duties as assigned from relevant University Authorities.

c. Qualifications, Skills, Experience and Attributes

- A Bachelor's degree in Technology, Science, Social Sciences, or a related field.
- At least 3 years of experience in IP management, commercialization, technology transfer or innovation support role preferably in the higher education or public sector.
- Strong understanding of the innovation ecosystem and commercialization pathways.
- Excellent communication, and interpersonal abilities.
- High attention to detail and ability to manage multiple projects simultaneously.
- Ability to work collaboratively with diverse teams and stakeholders.

3. Research and Outreach Officer

a. Role Summary

The Research and Outreach Officer is responsible for promoting and facilitating research initiatives and outreach programs within the University. This role involves collaborating with researchers, community partners, and stakeholders to enhance the impact of research activities, disseminate findings, and engage the public in relevant issues. The officer will also support the development of research proposals and programs that align with the University's strategic goals.

b. Key Duties and Responsibilities

- Develop and implement outreach strategies to promote the University's research initiatives and engage with relevant community partners and stakeholders.
- Collaborate with faculty and researchers to identify opportunities for outreach and dissemination of research findings, ensuring alignment with the University's mission and goals.
- Organize and coordinate workshops, seminars, and public events to share research outcomes with diverse audiences, including community members, policymakers, and industry partners.
- Facilitate the documentation and dissemination of research findings through reports, publications, presentations, and online platforms.
- Establish and maintain partnerships with local organizations, government agencies, and academic institutions to enhance research collaboration and outreach efforts.
- Support faculty and researchers in the development of research proposals, including identifying funding opportunities and assisting with grant applications.
- Monitor and evaluate the impact of outreach programs and initiatives, providing recommendations for improvement based on stakeholder feedback and assessments.
- Conduct surveys, interviews, and data collection to assess community needs and interests related to research topics.
- Collaborate with the Marketing and Communications Office in creating and managing content for the University's website, social media platforms, and newsletters to highlight research activities and outreach efforts.
- Provide training and resources to faculty, staff, and students on effective outreach strategies and community engagement practices.
- Stay informed about trends and developments in research methodologies, outreach best practices, and community engagement efforts in higher education.
- Perform any other duties as assigned from relevant University Authorities.

c. Qualifications, Skills, Experience and Attributes

- Minimum of a Bachelor's degree in Economics, Agricultural and Applied Economics, Social Sciences or a related field.
- At least 3 years of experience in research coordination, community outreach, or a related role, preferably within a University or academic setting.
- Strong understanding of research methodologies and the ability to communicate complex information effectively to diverse audiences.
- Experience in developing and implementing outreach strategies and engaging with community partners and stakeholders.
- Excellent communication and interpersonal skills, with a proven ability to build relationships and collaborate effectively.
- Strong project management skills, with the ability to coordinate multiple initiatives and events simultaneously.
- Proficiency in data collection, analysis, and reporting, along with experience using digital tools for outreach and engagement.
- Ability to work independently and as part of a team in a dynamic academic environment.
- High attention to detail and ability to manage multiple projects simultaneously.

Terms and Conditions of Engagement

All the successful candidates will be engaged on an initial 2-year contract before they can be considered for permanent appointment based on satisfactory performance. Remuneration will be in line with LUANAR Staff Regulations and Conditions of Service (2023) applicable to staff on fixed-term contract.

Mode of Application

Hard copy application package should include an up-to-date Curriculum Vitae (CV), names and contact details of three traceable referees one of which should be of a current employer where applicable plus copies of certified academic and professional qualifications. The title of the position must be indicated on the envelope and sent to:

The University Registrar
Lilongwe University of Agriculture and Natural Resources(LUANAR)
P.O. Box 219
LILONGWE

All applications should reach the UNIVERSITY no later than Friday, **8th November, 2024**. Only shortlisted candidates will be acknowledged.

LUANAR is an equal opportunity employer hence females are encouraged to apply.