

## Post Specification

<b>Post Title:</b>	Commercial Lead (Trinity Title: Research Fellow)
<b>Post Status:</b>	Specific Purpose Contract – Full-time
<b>Research Group / Department / School:</b>	Wolfgang Schmitt’s Group, School of Chemistry/CRANN, Trinity College Dublin, the University of Dublin
<b>Location:</b>	Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
<b>Reports to:</b>	Prof. Wolfgang Schmitt, School of Chemistry
<b>Salary:</b>	Appointment will be made on the Irish Universities Association (IUA) salary scale at a point in line with Government Pay Policy corresponding to “Experienced Post-Doctoral Researcher”, up to “Research Fellow” point 1 [€ 49,790 – 60,412] depending on experience.
<b>Hours of Work:</b>	Full-time
<b>Closing Date:</b>	12 Noon (Irish Standard Time), 20 <sup>th</sup> March 2023.

## **Post Summary**

Over the last years, Prof. Wolfgang Schmitt and Dr. Sébastien Vaesen developed a new technology (Carbon-Impact) that facilitates the efficient capture of carbon dioxide from air (DAC – Direct Air Capture). Funding has been secured for a new 24-months project to validate the technology at industrial scale and drive its commercialisation. To translate exciting initial academic discoveries into commercially viable technologies, highly motivated individuals with technical and commercial knowledge, global vision and motivation are required. Therefore, we are seeking a Commercialisation Lead / Project Manager to develop and drive the commercialisation strategy and activities of the project, who will help building the company, shaping the product and the market, and spinning the technology out. She/He is expected to have strong expertise in business development, demonstrating strong commitment to new emerging technologies in energy and/or environmental sectors. The candidate will likely be a business graduate or post-graduate with experience in start-up creation or management. The person is expected to have a strong interest in tackling environmental global challenges in relation to climate change. This position offers an opportunity to be a key actor in a meaningful project, in a fast moving, profitable and potentially big area. The contract duration is limited by the duration of the project but it is expected that the activities will lead to the creation of a new start-up company in which the candidate may take a role (with a potential of equity in the medium term).

## **Standard Duties and Responsibilities of the Post**

A Commercialisation Lead / Project Manager is required to take the commercial development of the technology to progress commercial-readiness levels. The successful candidate will be responsible for the development of a competitive business plan and revenue models, perform market analyses and engage with customers and wider stakeholders, with the aim of creating a new company at the end of the project. Duties and responsibilities will include (but are not limited to):

- Business strategy development
- Sustainable revenue model development
- Market analysis and customer identification
- Analysis of the competition landscape
- Monitoring of emerging environmental legislation

- Identification of public and private fund-raising possibilities
- Negotiations of IP assignments
- Interaction with current and emerging stakeholders
- Participation in the identification of suitable CEO candidates for the emerging start-up
- Preparing presentations and pitches for VC investors interactions

The candidate will also have a role in the overall project management including:

- Supporting the reporting of project milestones to Enterprise Ireland
- Organising advisory board meetings and taking meeting minutes as required

The candidate will work closely with the other team members, sharing business/commercialisation insights knowledge and skills with team members. The successful candidate will work closely with the Technical Lead of the project, who will share technical knowledge with the candidate.

The post offers flexible working hours; office space will be provided on the TCD campus, as well as the access to all TCD services. To develop strong interactions and collaborations within the team, it is generally expected that the candidate will work on-site, with the possibility of conducting specific tasks remotely. It is expected that the candidate will locate to the Dublin area during the duration of the project.

### **Funding Information**

The position (21-months fixed term contract) will be funded by an Enterprise Ireland ‘Commercialisation Fund’ award (Expected start date: 1<sup>st</sup> June 2023).

### **Person Specification**

#### **Qualifications**

The ideal candidate will be a Business graduate and ideally have a secondary degree in a technical area (*e.g.* Chemistry, Engineering, Physics, Manufacturing, Environmental Science,...), or equivalent experience, such as a proven track-record in product commercialisation and market development. For appointment at the highest level of the salary range, the candidate

must have a minimum of 7 years post-degree experience in the outlined areas. Any postgraduate experience in associated fields is desirable but is not a requirement.

### **Knowledge & Experience (Essential & Desirable)**

The successful candidate will be deeply involved in the commercialisation of the Carbon-Impact technology, including the organisational planning of a spin-out company. Therefore, the ideal candidate should have evidence of experience of,

- commercial or start-up development in a relative field (*e.g.* chemical engineering),
- business creation or SME management,
- Irish/European funding, business and commercialization landscape,
- VC / investors interactions,
- research / industrial project management
- IP management
- Product development processes

A background in carbon capture, adsorption processes, chemical prototype scale-up would be desirable but is not essential.

### **Skills & Competencies**

The successful candidate will work as part of a small team and will have a high level of independence and initiative. She/He is expected to display excellent problem-solving skills. The project milestones are defined by the grant agreement and key Go/No Go deliverables will have to be met. Desirable additional professional skills should include:

- Excellent IT skills (competency in relation to Microsoft Word and PowerPoint programmes),
- Excellent presentation and communication skills,
- Excellent inter-personal skills and team management skills

Excellent communication skills, both orally and written, are expected as the Commercial Lead will be involved in the public communication of the project outputs. Skills for the project website development (see <https://www.carbon-impact.ie/>) and social media accounts management (*e.g.* Twitter and LinkedIn) are desirable but are not essential.

## Application Procedure

Applicants should submit:

- A Curriculum Vitae
- A cover letter describing their interest in the position (max. 2 pages)
- A description/portfolio of any previous commercialisation / start-up creation experiences (max. 2 pages)

The CV should include the names and contact details of 2 referees (including email addresses).

Applications from all backgrounds are encouraged, especially from any groups underrepresented in STEM disciplines. Female candidates are encouraged to apply. Informal enquiries are welcomed.

Documents should be submitted as a **single combined PDF** to:

Prof. Wolfgang Schmitt ([schmittw@tcd.ie](mailto:schmittw@tcd.ie)) **AND** Dr. Sébastien Vaesen ([vaesens@tcd.ie](mailto:vaesens@tcd.ie))

## Further Information for Applicants

URL Link to the Project	<a href="https://www.carbon-impact.ie/">https://www.carbon-impact.ie/</a>
URL Link to Area	<a href="http://www.tcd.ie">www.tcd.ie</a>
URL Link to Human Resources	<a href="https://www.tcd.ie/hr/">https://www.tcd.ie/hr/</a>

## **Trinity College Dublin, the University of Dublin**

Trinity is Ireland's leading university and is ranked 98th in the world (QS World University Rankings 2023). Founded in 1592, the University is steeped in history with a reputation for excellence in education, research and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences.

Trinity is ranked as the 12th most international university in the world (Times Higher Education Rankings 2020) and is also the highest ranked university in Ireland.

The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success. Trinity has developed 19 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is 1st in Europe for Producing Entrepreneurs for the 7th year in a row and Europe's only representative in the world's top-50 universities (Pitchbook University Report 2021-2022).

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of

every book published in Ireland and the UK. At present, the Library's holdings span approximately 6.5 million printed items, 400,000 e-books and 150,000 e-journals. With over 120,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship and dedication to societal reform.

### **Rankings**

Trinity College Dublin is the top ranked university in Ireland. Using the QS methodology we are ranked 98<sup>th</sup> in the world and using the Times Higher Education World University Ranking methodology we are 146<sup>th</sup> in the World.

- Trinity College Dublin is Ireland's No.1 University (QS World University Ranking 2023, Times Higher Education Rankings 2022)
- Trinity is ranked 98<sup>th</sup> in the World (QS World University Ranking 2023)
- Trinity is ranked No.1 in Europe for Producing Entrepreneurs for the 7<sup>th</sup> year in a row Pitchbook 2021-2022

Full details are available at: [www.tcd.ie/research/about/rankings](http://www.tcd.ie/research/about/rankings).

### **The Selection Process in Trinity**

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named hiring lead on the job specification immediately and prior to the closing date/time.

Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where candidates are unavailable, reserves may be drawn from a shortlist.

Outcomes of interviews are notified in writing to candidates and are issued no later than 5 working days following the selection day.

The Selection Committee may avail of telephone or video conferencing or in person interview. The University's selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by candidates in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/> and the Ineligible Categories of Employment are set out in Schedule 4 of the Regulations <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/> . Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

## **Equal Opportunities Policy**

Trinity is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity's Diversity Statement can be viewed in full at <https://www.tcd.ie/diversity-inclusion/diversity-statement>.

## **Pension Entitlements**

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

## Application Procedure

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