
Growing the next generation of UK management talent

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FOREWORD

Growing the next generation of talent is a key priority for the sector and is part of our Vision for growing the third life science cluster in the UK by 2025.

The BIA's People Advisory Committee hosted a session at the 2015 UK Bioscience Forum, where an impassioned audience made it clear that there needs to be a stronger industry focus on mentoring the next generation of management talent and that we should play a key role in that process.

Rather than start by investing in and inventing a new scheme of our own, this year we have catalogued and engaged with existing schemes that aim in various way to grow the next generation of talent in life sciences. This directory is a snapshot showcase of the breadth of options open to companies and individuals in the sector today.

We hope it acts as a signposting resource and that it can grow and develop as the schemes available evolve and change over time. If we have missed a scheme or you think there is something else you have used that we should include, please tell us – I am sure our list here is incomplete.

Some of the sector's great leaders are coming to the end of their careers and it's vital that we capture the knowledge and expertise of these people, handing it on to the next generation of biotech leaders so that the

industry continues to grow and succeed. If you are an experienced manager then now is the time to be looking to your team and using the support available to future-proof your business, and the wider sector, by helping to grow the next generation of biotech management today.

As an industry, we must get better at recognising and nurturing future leaders and making sure that we then retain them here in the UK. Talent is a key priority for the BIA and we will work with members and wider stakeholders to ensure that UK biotech can achieve our vision of becoming the world's third largest cluster.

This publication kicks off the BIA's wider work on the issue of talent and our People Advisory Committee will be playing a central role in driving this forward.

Steve Bates

BIA Chief Executive

INTRODUCTION

The BIA's Vision for the UK life sciences in 2025 sets out ambitious goals for the sector to hit if it is to achieve the overall vision of becoming the world's third largest biotech cluster – similar in size and scale to Greater Boston today.

One of the goals that the Vision sets out is to have 10 times more management talent as this will enable the sector to grow and succeed both now and in the future.

The UK biotech ecosystem has a strong foundation on which to build new biotech management talent and parts of this ecosystem are already working well. There is some depth in venture capitalist-backed companies in the South with repeat entrepreneurs. There have also been specialist skills from Pharma coming into the sector through the restructuring of research and development organisations.

However, the sector faces critical challenges in securing bright, skilled staff with entrepreneurial flair and leadership élan. Two thirds of BIA members who took part in a survey with the ScaleUp Institute at the end of last year said that they needed more management talent. These skills are critical for successful biotech given the complexity of the development cycle and its funding needs. Deep functional expertise is not enough. UK bioscience needs leaders who combine a depth of

related skills and expertise in a single field, with the ability to collaborate across disciplines with experts in other areas and general management skills. Some of this talent exists today, and some is world class, but the UK needs an order of magnitude to build the cluster.

In drug development alone, the BIA estimates that the UK needs at least 130 extra clinical stage management teams and will need yet more talent in other health innovation and support service sectors. That talent needs to be more ambitious, multi-skilled and to have the right leadership behaviours to drive growth and global success.

“However much the industry has grown and matured in the last half dozen years, the pool of proven leaders is nowhere near large enough to meet demand. Each acquisition of an innovative biopharma firm may put another set of executives on the street, but they will immediately receive multiple job offers. The number of companies in the industry is growing much faster than the number of talented people.”¹

What is the BIA doing to tackle the issue?

Employers need to shift from being talent takers to skill creators. Employers should shift from searching for the employee with the perfect combination of specific skills and experience to creating jobs and businesses that incorporate both formal training, apprenticeships,

1 *Catalyst Advisors 2016 Review and Outlook.* www.catalystadvisorslp.com/thought-leadership/2016/1/27/2016-review-and-outlook-what-got-you-here-may-not-get-you-there

*mentoring models, and active development with on-the-job training through assignments and experiences.*²

The aim of this directory is to support UK bioscience companies in building the management talent they need and is aimed at people who are already working in UK bioscience or just starting out in the industry. BIA members took part in research with the ScaleUp Institute and the results showed that two thirds of respondents were interested to grow their own management talent and more than half were interested in mentoring and professional support.

This publication aims to support these BIA members and the wider sector to grow the next generation of management talent by showcasing the range of training and mentoring opportunities that are already working to upskill the biotech leaders of the future. The schemes have been put forward by BIA members as they have helped them and their teams to increase their management capabilities.

The opportunities in the directory are aimed at all levels of experience. From getting your first business off the ground, through to honing and developing your existing management skills.

In a world where knowledge doubles every year and skills have a half-life of 2.5 to 5 years, leaders need constant development. This ongoing need to develop leaders is also driven by the changing expectations of the workforce and the evolving challenges businesses are facing, including two major themes underlying this

2 *Reframing the Talent Agenda: The shift, the race and the riddle.* Jeff Schwartz, Lisa Barry, Andy Liakopoulos. January 2013. Deloitte University Press. dupress.deloitte.com/dup-us-en/deloitte-review/issue-12/reframing-the-talent-agenda.html

year's trends: globalisation and the speed and extent of technological change and innovation.³

This is a living document and the team will aim to update it in 2017, so if there are schemes you feel would benefit the BIA's wider membership then let us know by emailing: esexton@bioindustry.org

3 *Human Capital Trends Survey 2014*. Jeff Schwartz, Josh Bersin, Bill Pelster. Deloitte University Press. dupress.deloitte.com/dup-us-en/focus/human-capital-trends/2014/human-capital-trends-2014-survey-top-10-findings.html

BUSINESS LED TRAINING AND MENTORING

BioCity Accelerator

www.biocity.co.uk/accelerator/the-programme

Where is it located?

Nottingham, Scotland, Alderley Park

Introduction to what the organisation does

BioCity and MediCity run programmes that offer a clear route to raising investment, an accelerated path to market and coaching in the latest tools for entrepreneurial excellence. These programmes are supported by an extensive network of serial entrepreneurs, senior executives, key industry figures, entrepreneurial peers as well as some of the leading thinkers in business tools and accelerator programmes in the world.

BioCity and MediCity also have money to invest in the companies on their programmes, from very early stage convertible loans to help develop the business, to the equity investment you need to take off.

The programmes to date have supported university spin outs, technology inventors, industrial scientists and students as well as existing companies launching new products and services or changing their core strategy. The programmes are designed to support people irrespective of the stage of development of their business or whether they are exploring the opportunity on a full or part time basis.

There are three stages to the programme (**SPARK**, **DEVELOP** and **LAUNCH**); winners can secure free accommodation and one-to-one coaching at one of the BioCity Groupsites and investment can be made available to the most deserving opportunities.

SPARK events are free to attend. They will introduce you to many of the tools and methodologies that are coached on the Accelerator Programmes. It should also allow you to assess whether the Accelerator Programme will be right for you.

DEVELOP will identify any gaps in your business case and evaluate the risk areas, help you to create a business model that will stand-up to the scrutiny of potential investors, partners and customers and steer your business in the right direction; reducing risk, time and cost.

LAUNCH will help you to refine and rehearse your investment pitch, fill in the gaps in your business knowledge, introduce you to potential mentors and non-execs and provide the platform to pitch to a range of investors including BioCity Group.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

There is an application process and you can register your interest on the website www.biocity.co.uk/accelerator/the-programme

How do you apply to be part of the scheme?

For full details on how to apply go to www.biocity.co.uk/accelerator/the-programme

BioStars – the Start-up Accelerator

biostars.co

Where is it located?

Oxford

Introduction to what the organisation does

BioStars forms a networking portal that enables hands-on-communication between talented young scientists and entrepreneurs together with the relevant industry leaders.

BioStars is a life and health sciences comprehensive accelerator programme established and run by Panacea Innovation (previously known as Oxford Biotech) aimed at enabling the bio-entrepreneurs of tomorrow to turn their scientific ideas into marketable products. It comprises two distinct streams:

- the open stream is tailored for individuals/teams with a specific scientific idea which they want to take forward as a business plan;
- the structured stream offers early career scientists and entrepreneurs the chance to work on projects that have been proposed by our industrial, academic and translational partners

The winner receives £30k in funding, which must be used by the winning team to develop their idea to the next stage. The competition aims to assist the development and future success of all aspiring bio-entrepreneurs. All accepted applications will therefore receive extensive mentoring and ample opportunities to interact with leading pharma executives, investors and experienced entrepreneurs, as well as specialist professionals.

How much does the scheme cost?

There is no charge for participating in BioStars. However, additional costs may be incurred through participation, for example to cover travel and accommodation. Teams are strongly encouraged to apply for financial support from their home institutions/organisations if necessary.

Are there any criteria that you (or your company) have to fit to apply for the scheme?

The competition is open to post-graduate and MBA students, academics, industry professionals and other aspiring entrepreneurs with relevant skillsets. BioStars welcomes applications from individuals or teams. Use the BioStars entrepreneurship platform to either recruit other entrepreneurs to broaden your existing team's skillset or to look for a team to build or join.

How do you apply to be part of the scheme?

Teams may enter by completion of the online application form for either the Open stream or the Structured stream. One member of each team should complete the form, which includes a publishable online pitch (for the Open stream). Teams are welcome to enter either the Open and/or the Structured stream. The application form must be submitted by GMT 23:59 on the deadline day (to be announced in due course). biostars.co/apply-now/

Go to Grow

gotogrow.london

Where is it located?

London

Introduction to what the organisation does

The Mayor's International Business Programme is tailored to fit your specific international growth ambitions. A new exclusive programme, it provides a bespoke mentoring scheme, delivered by leading entrepreneurs and business leaders; expert advice and workshops; targeted trade missions; and access to live leads and opportunities.

The programme is open to fast-growing companies in London operating in three broad sectors: [technology](#), [life sciences](#), and [urban infrastructure](#). Your business will need to demonstrate that it is already generating revenues. It does not matter whether your company currently has an international presence or not. What matters is whether you want to grow outside of the UK.

The programme will match you with their network of mentors, all of whom are experienced entrepreneurs with first-hand knowledge and expertise in your chosen markets to provide:

- Support on specific questions relating to your international business plans
- Introductions to trusted advisers and valuable networks
- Where appropriate, introductions to investors

How much does the scheme cost?

No cost listed

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Must be London based.

For your life sciences company to qualify for the Mayor's International Business Programme, it must be able to demonstrate it is generating revenues or has secured funding and that it is ready to engage with the wider global life sciences industry.

Your areas of activity may include, but are not limited to, any of the following:

- Medical devices
- Digital health
- Informatics
- Diagnostics

How do you apply to be part of the scheme?

gotogrow.london/register

London Stock Exchange Elite Programme

uk.elite-growth.com

Where is it located?

London

Introduction to what the organisation does

ELITE is a unique platform designed to help the UK's most ambitious private companies prepare and structure for their next stage of growth. It facilitates structured engagement between the UK's most exciting private growth companies, entrepreneurs and business leaders as well as the corporate advisory and investor community.

ELITE is a three part service of education, business support, mentoring and access delivered in collaboration with Imperial College Business School:

- Get ready – A comprehensive programme for founders and managers stimulating organisational review and change
- Get fit – Focus on your company specific goals with a tailored and dedicated team of advisers
- Get value – Capitalise on the benefits of phase one and two to assess funding options and access new business opportunities

How much does the scheme cost?

The fee of the programme is £15k per company (CEO and CFO are covered by this) for the 18 month engagement, though for female founders the fee is halved.

Are there any criteria that you (or your company) have to fit to apply for the scheme?

- Minimum revenues of £5m – Applicants with revenues below this threshold may be considered, taking into account other factors such as sector characteristics, any temporary or extraordinary circumstances affecting the applicant enterprise and any macroeconomic factors. Life sciences companies who have cleared phase 2 testing are able to apply, the main objective is to have companies who are wrestling with the challenges of scaling their business
- Historic growth and plans for future growth
- Commitment and engagement at the C-Level throughout the three phases

How do you apply to be part of the scheme?

Applicants will be required to complete an application form and provide relevant organisation and financial information. Companies interested in joining must contact eliteuk@lse.com for further information.

Applications will be reviewed by London Stock Exchange and discussed by an Approvals Committee with representatives from London Stock Exchange, Imperial College Business School and Entrepreneurs in Residence.

MassChallenge UK

masschallenge.org/programs/uk

Where is it located?

London

Introduction to what the organisation does

MassChallenge UK connects high-impact, early stage startups with mentors, partners and investors, while providing the most high-impact support during a 4-month accelerator programme in London.

Based on the same proven model as the MassChallenge Boston accelerator program, MassChallenge launched in London in January 2015.

MassChallenge is a global network of accelerators that harnesses the power of community to connect the world's highest impact startups with the right resources in order to drive growth, create value, and improve the world. At the conclusion of the programs, MassChallenge awards several million dollars in no-equity, non-dilutive grants to the startups demonstrating the highest impact and highest potential.

MassChallenge UK has recruited a world-class group of experts from various industries to form their judge and mentor pool. MassChallenge has a unique system of judging in which top-tier judges from the ecosystem select which startups enter the programme. Many of those same judges go on to mentor startups one-on-one throughout the programme and beyond.

To compete for shares of the award (up to £500,000), finalist startups participating in the programme apply and pitch again during pre-final and final judging. The field is narrowed down to the top 26 and then from those between 10 and 20 startups are awarded shares of the no-equity cash prizes, the largest being £50,000.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Startups are chosen in two rounds of judging. Round one takes place online and each startup that applies receives written feedback from three or more judges. The startups that are invited to Round two judging have the chance to pitch in person in front of a panel of judges. The high-impact and high-potential startups that impress the judges are then invited to participate as finalists.

How do you apply to be part of the scheme?

Sign up for their newsletter and engage on [Facebook](#), [Twitter](#), and [LinkedIn](#) to stay in touch with the UK Innovation Community.

If you have any questions please email contactuk@masschallenge.org

Oxbridge Biotech Roundtable's OneStart

onestart.co

Where is it located?

London

Introduction to what the organisation does

OneStart is the world's largest life sciences and healthcare startup accelerator programme - welcoming ideas focused on the improvement of human health including; therapeutics, diagnostics, software, devices, research tools, and more. It focuses on cultivating early-stage entrepreneurship among young and disruptive healthcare innovators and participation is limited to applicants 35 years old or younger.

OneStart welcomes ideas and businesses at all stages of development, from the very early to more mature. The programme provides extensive mentoring and supports up to 70 teams each year (not just the winner). As a result, each year multiple entrants secure follow-on funding.

There is no cost to participate, and applicants retain full control and ownership of their business. Teams are given access to executives from the leading pharmaceutical companies, venture capital firms, and consultancies among other resources. Current mentors come from SR One, Takeda Ventures, Bristol-Myers Squibb, GSK, Roche, AstraZeneca, MedImmune, Boehringer Ingelheim, Teva Pharmaceutical Industries, McKinsey & Co. and Silicon Valley Bank.

A judging panel of industry experts awards the Grand Prize to the team that has the most potential to commercialise their idea and improve the lives of patients. The Grand Prize for OneStart Americas is US\$150,000, and £100,000 for OneStart Europe – which welcomes applications from the rest of the world (such as Asia-Pacific, Africa, Middle East, etc). Both prizes are non-dilutive and come with free lab space and extensive follow-on mentoring.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

The OneStart Competition is open to individuals or teams of aspiring life sciences entrepreneurs. Each member of the team must meet the following conditions:

- Be less than 36 years of age on 31 December 2015
- Have not raised more than \$250,000/£160,000 dilutive funding for the idea submitted

How do you apply to be part of the scheme?

The scheme will be pausing in 2017 but is expected to start again in 2018. First round online applications should be completed at onestart.co/apply

Contact: jess@oxbridgebiotech.com

Royal Academy of Engineering Enterprise Hub

enterprisehub.raeng.org.uk

Where is it located?

3 Carlton House Terrace, London SW1Y 5DG

Introduction to what the organisation does

The Enterprise Hub harnesses the expertise, insight and networks of Academy Fellows, who include some of the UK's most successful entrepreneurs and business leaders, to support the country's most promising engineering entrepreneurs. Prominent tech entrepreneurs and investors such as business icons [Mike Lynch OBE](#), [Sir Robin Saxby](#), [Anne Glover CBE](#) and [Ian Shott CBE](#) commit their time to the Enterprise Hub.

The Enterprise Hub is a national resource that utilises the unrivalled expertise of the Royal Academy of Engineering's Fellows to identify the UK's most promising entrepreneurs and growing businesses and provide them with practical support, advice, and networking opportunities.

The Royal Academy of Engineering is in a unique position to drive growth in the UK by connecting the vast knowledge, expertise and experience of its Fellowship with the exciting businesses and entrepreneurs it uncovers through its programmes and competitions. The Enterprise Hub is where this comes together to maximise the potential of people and ideas.

The Enterprise Hub accelerates existing and new technology enterprise development by supporting founders with (pre-)seed funding, bespoke mentoring and training from Academy Fellows. The Enterprise Hub embraces routes to markets, informal and formal investors, and deep market and technology intelligence.

The Enterprise Hub inspires and encourages business minded UK based engineers to start their own company by celebrating successes and by recognising the most brilliant engineering entrepreneurs and their ideas.

The Enterprise Hub contributes to the development of policy and public affairs activities focussed on improving the climate for technology entrepreneurs and growth of technology companies in the UK.

Awards range from £10,000 to £60,000 in value.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Entrants must be UK-based entrepreneurs within the field of engineering. Each Enterprise Hub award has its own specific entry criteria. Please visit the activities page for details enterprisehub.raeng.org.uk/faqs/#sthash.vrOB77s4.dpuf

How do you apply to be part of the scheme?

The academy are happy to answer any question you may have about the Enterprise Hub or connect you with the relevant person. Please contact them at enterprise@raeng.org.uk

SynbiCITE

The LEAP Fellowship: synbioleap.org

The Lean LaunchPad: www.synbicite.com/knowledge/lean-launchpad

Where is it located?

London/USA

How much does the scheme cost?

No cost listed

Introduction to what the organisation does

The LEAP fellowship

- An incubator for emerging leaders across disciplines and sectors to develop new strategies for biotechnology in the public interest. Established through a pilot program in 2012, LEAP is an intensive year-long non-residential Fellowship programme. Each year about twenty Fellows – emerging leaders working in diverse areas of biotechnology – are selected to participate. Through the programme, LEAP Fellows build their skills, tools and networks to engage a spectrum of organisations involved in shaping biotechnology. The programme is centred on two in-residence workshops during which Fellows work together to develop actionable strategies to address their top challenges for the practice of synthetic biology, under the guidance of world-class experts across disciplines and sectors

The Lean LaunchPad

- The ideal springboard to translate synthetic biology ideas and technologies into successful and industrially viable products and services. The Lean Launch Pad is a unique platform for budding entrepreneurs to gain real world, hands-on experience of what it is really like to start a business. The intensive 10 week course provides invaluable business skills so that synthetic biologists can develop their ideas for a product or service into a viable start-up company

How do you apply to be part of the scheme?

Lean Launchpad: To apply, please send a completed Business Model Canvas of your company/opportunity, along with a completed Team information template, to stephen.chambers@synbicite.com. If you are pre-selected, you will be called for an interview. There will be a maximum of 10 teams in the program.

The LEAP Fellowship is always looking for opportunities to grow and strengthen its community. If you or your organisation wants to get involved contact the LEAP team: info@synbioleap.org

Terrapinn Training

Bio Entrepreneurship 3 day masterclass: www.terrapinntraining.com/training/815/3-Day-Masterclass-in-Bio-Entrepreneurship

2 Day Masterclass in Biotech Negotiating & Deal Closing: www.terrapinntraining.com/training/902/2-Day-Masterclass-in-Biotech-Negotiation-and-Deal-Closing

Where is it located?

London

Introduction to what the organisation does

Two of the most relevant courses from this provider are:

- **The 3 Day Masterclass in Entrepreneurship in Biotech** is an interactive course focused on how to set up a biotech company from scratch, exploring the dos and don'ts, drawing on a combination of real-life, personal experience and case studies. Over the three days and working in teams, you will develop your skills from preparing an investor pitch and raising equity funding, to building models and negotiating a deal with Big Pharma. The course is ideal for the biotech leaders of the future, especially those who have a particular focus on start-up and early phase business. This three-day training course will help you to gain a thorough understanding of the biotech sector and is designed for anyone who is new to the field or looking for a refresher
- **The 2 Day Masterclass in Biotech Negotiating & Deal Closing** is an interactive course focused on building discount cash flow models and using these effectively in deal negotiations with Big Pharma. This course is ideal for the biotech leaders of the future and in particular those individuals involved in and planning to be involved in deal negotiations. This two-day training course will help you to gain a thorough understanding of building discount cash flow models, applying NPV to determine deal terms, and using these to negotiate and close a deal

How much does the scheme cost?

Bio Entrepreneurship 3 day masterclass:

£2,700– £3,300 (correct in July 2016)

2 Day Masterclass in Biotech Negotiating & Deal

Closing: £2,340–£2,860 (correct in July 2016)

Are there any criteria that you (or your company) have to fit to apply for the scheme?

No entry criteria listed

How do you apply to be part of the scheme?

Tel: +44 (0)207 092 1045

Email: emma-jane.dinan@terrapinn.com

EDUCATION LED PROGRAMMES

Ignite 2017 – Fast-tracking innovation to commercial reality

www.jbs.cam.ac.uk/entrepreneurship/programmes/ignite

09–14 July 2017

Where is it located?

Cambridge Judge Business School, Cambridge, UK

Introduction to what the organisation does

Are you an ambitious researcher, engineer or scientist looking to transform an innovation and prepare it for commercial reality? Are you looking to invigorate innovation within your company, build skills and strengths, maximise the potential of new ideas and revitalise business?

Ignite is an intensive, one-week training programme for aspiring entrepreneurs and corporate innovators from the hi-tech and life sciences sectors. Comprised of a blend of practical teaching sessions delivered by our world leading faculty, expert clinics, mentor sessions and advice from experienced entrepreneurs and innovators, it provides delegates with the tools, contacts and confidence to transform ideas into successful ventures. Participants will end the week long activity by presenting their idea to a panel of experts and obtaining real time feedback. Contributors during the week include founders of global technology companies and venture capital firms.

How much does the scheme cost?

- £3,000 per corporate delegate (correct as of 2016)
- £1,200 per individual delegate (i.e. individuals funding themselves for early stage business ventures or start-ups; if you are supported by other funds, they are happy to discuss the fee level further) (correct as of 2016)

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Ideas are assessed by the Entrepreneurship Centre.

Personal criteria:

- Fluency in English. Delegates need to discuss their businesses with their mentor and other contributors and their Ignite fellow colleagues during the week and must pitch their idea to the investors in English. So speaking English “fluently” is required in order to attend Ignite
- Ignite encourages new and aspiring entrepreneurs with limited experience of starting a business to attend as they will gain greater value from the programme
- Passion and ambition to take the idea forward and make it happen are highly important characteristics for admission at Ignite
- The owner/originator of the idea or IP for the product, service or innovation or key member of the team in the business/ project is preferable

How do you apply to be part of the scheme?

Applications will be open from 1 November 2016.

For more information contact Sayara Thompson, Programme Manager

Email: ignite@jbs.cam.ac.uk

Web: www.jbs.cam.ac.uk/ignite

MPhil in Bioscience Enterprise

www.ceb.cam.ac.uk/postgraduates-tab/mphil-mbe

Where is it located?

Cambridge

Introduction to what the organisation does

The MBE programme provides graduates with training in the latest advances in exploitable biotechnology, together with knowledge and understanding of business practice, and innovation in biotechnology companies and other commercial entities. Science and technology, business and transitional modules are taught in each term, integrating commercial know-how with advances in research, thus demonstrating the many complex issues associated with bringing discovery and innovation from the laboratory to the market. The programme is highly participatory and includes practical elements in the form of interdisciplinary projects, workshops, case studies and business planning activities. All components of the course are compulsory and students are required to study intensively.

Attainment is continuously assessed and there is particular emphasis on class participation and learning through practical team-work in the research, preparation, and delivery of presentations. Written submissions include science and technology in business papers, a number of short reports and critical appraisals, a consulting project report and a dissertation of 10,000 words based on research and analysis conducted during a company internship placement. Students are encouraged to participate in extracurricular enterprise activities including business plan competitions and submit a business plan as one of the course assignments.

The department takes a practical and successful approach to biotechnology entrepreneurship and the exploitation of bioscience inventions. Students benefit from a combination of teaching and mentoring from experienced business and academic contributors. The faculty pursue a variety of research interests and the application of the resulting technologies has led to the founding of many spin-out companies.

How much does the scheme cost?

Masters costs – bursaries available.

Are there any criteria that you (or your company) have to fit to apply for the scheme?

- Applicants for this course should have achieved a minimum equivalent of a UK II.i Honours Degree
- If your degree is not from the UK, please check [International Qualifications](#) to find the equivalent in your country
- An excellent first degree in the physical or life sciences, medicine, economics or law. Postgraduate experience in an academic, industrial, or business environment is highly advantageous but not essential

How do you apply to be part of the scheme?

Approximately 25 students are accepted annually on the basis of a written submission, followed by interview. The strongest applicants have a record of high academic achievement and relevant work or professional postgraduate experience, gained in an academic, industrial or business environment. Each year a number of first class new graduates are also accepted. For more information contact: lma31@cam.ac.uk

Cranfield Accelerator Network for Entrepreneurs

(CANE) www.som.cranfield.ac.uk/som/p17577/Research/Research-Centres/Bettany-Home/Events-and-Networking/Cranfield-Entrepreneurship-Accelerator-Network

Where is it located?

London and the South East of England

Introduction to what the organisation does

Establishing a network of mentors who are willing to provide support and/or contacts for aspiring and early stage entrepreneurs associated with the Bettany Centre for Entrepreneurship at Cranfield.

We have an impressive entrepreneurial network at Cranfield, comprising people with high levels of entrepreneurial and venture finance expertise. They have an admirable 'let's make it happen' approach to business manifested in their involvement in many Bettany Centre activities, ranging from advisory boards, to MBA panels, programmes for entrepreneurs, events such as Venture Day and initiatives such as the Business Angel Network. But there is also a latent network who are currently not involved but who would like to get involved.

So we would like to invite the wider Cranfield entrepreneurial network to consider becoming a Mentor in the Cranfield Entrepreneurship Acceleration Network. Each mentor can specify which of the key areas of expertise above they are willing to provide assistance with and then agree to have enquiries referred directly to them by the Bettany Centre. Mentors only agree to consider requests and they are free to provide as much and as little support (including none!) to the entrepreneurs who are referred to them. There is no commitment to do anything other than to hear the entrepreneur's request which we expect to take place initially by email and then if appropriate by a phone call and/or meeting.

After an initial interaction with these entrepreneurs some mentors may be interested in a longer term relationship as a mentor who provides on-going support. However, as far as the Cranfield Accelerator Network for Entrepreneurs (CANE) is concerned there is no business relationship between either party. It is purely a Cranfield network for entrepreneurs to tap into and if they are successful then one would hope that they will 'give back' to the Bettany Centre in order to sustain

and propel entrepreneurship at Cranfield in the future. Any business arrangement that does arise between a CANE Mentor and an entrepreneur is purely between them, but again one would hope that if successful in the future they will not forget Cranfield.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

- Students and Alumni from the Cranfield MBA & MSc programmes
- Present and past participants on Bettany Centre Programmes for Entrepreneurs such as the Aspiring Entrepreneurs Programme and the Business Growth & Development Programme (BGP)
- Faculty, students and alumni from other Schools in the University
- Local entrepreneurs – mainly from London and the South East of England

How do you apply to be part of the scheme?

Please contact Wendy Lewis for all enquiries,

Tel: +44 (0)1234 758104,

Email: wendy.lewis@cranfield.ac.uk

London Business School Leadership Programmes

www.london.edu/education-and-development/executive-education/topic/leadership?display=expanded#.Vx88SVaDFHx

Where is it located?

London

Introduction to what the organisation does

The London Business School works with experienced, transitioning and first-time leaders to address their specific goals and objectives. Whether individuals are looking to hone their leadership skills, gain the knowledge and confidence to transition quickly and effectively, or are taking on their first role as a team leader, their range of programmes are ready to meet all your business needs.

If you ask managers what they find most difficult and challenging in their role, the most common and honest reply is 'people'. The London Business School's innovative leadership programmes challenge candidates to think about their own management style, how they lead people and influence their organisational culture.

Course dates are listed for the 2016/2017 programmes on the London Business School website where you can also find details on costs for each course and details on how to apply.

Courses include:

- [Leading Teams for Emerging Leaders Programme](#)
- [High Performance People Skills for Leaders](#)
- [Negotiating and Influencing Skills for Senior Managers](#)
- [Leading Businesses into the Future](#)
- [Essentials of Leadership](#)
- [Senior Executive Programme](#)

How much does the scheme cost?

Fees for the courses listed vary. Please check the website for the most up to date details.

Are there any criteria that you (or your company) have to fit to apply for the scheme?

None listed

How do you apply to be part of the scheme?

To apply for London Business School courses, set up a profile on the website so that you can fill in the application form for the relevant course.

www.london.edu/create-a-profile?itemId=2a840d1c-5201-4952-91e1-6960f42d6c87#.V9wSI_krLIU

Tel: (0)20 7000 7000

UCL Vision Leadership Course

www.ucl.ac.uk/biochemeng/industry/vision

Where is it located?

Usually UCL, London, however in 2016 a course will be run at the Keck Graduate Institute, USA. VISION is run annually, please get in touch for future course dates.

Introduction to what the organisation does

In rapidly evolving technology driven bioindustries, leaders face challenging tasks of developing and adapting to new business models, identifying cutting edge research that can cost effectively translate to production level, devising and implementing strategies that can be implanted within the global regulatory, and marketing and socio-political landscapes. Designed for talented high impact individuals, VISION provides leadership insights tailored for present and future leaders in the bioindustries.

VISION Benefits and Impact:

For individuals:

- Know how to make the transition from science and engineering based decision making towards company-wide strategic resolutions
- Build an invaluable network with elite peers and experts from academia and industry
- Gain perspectives on leadership challenges and critical business issues facing the bioindustry globally and formulate actions to address these
- Access and share best practices from experts on how to be a good leader and avoid pitfalls
- Evaluate the impact of key innovative research and technologies on the future of business and manufacturing.

For organisations:

- Maximise team building, facilitate joint learning and strategic alignment
- Complement in-house training for succession planning and talent development

- Gain key considerations for driving and navigating changes in business to stay ahead
- Enhance agility of your organisation and how to translate knowledge into commercial benefit
- Access tools for effectively working across a multi- disciplinary business, holistically identify problems, formulate strategies and adapt to change

How much does the scheme cost?

Contact UCL – see details below

Are there any criteria that you (or your company) have to fit to apply for the scheme?

- Managers and practitioners fast tracked for senior management roles or intending to move into leadership positions
- Current executives intending to interact with fellow leaders and expert speakers to debate and exchange novel thoughts and opinions
- Funding agencies wanting to interact with present and future thought leaders to gain insights into the sector trends and skills required to navigate the changing bioindustry landscape

How do you apply to be part of the scheme?

Contact Dr Naveraj K Gill, Strategic Alliance Director for more information

Email: naveraj.gill@ucl.ac.uk

Tel: +44 (0) 203 549 5619

The Venture Catalyst Challenge at Imperial College London

imperialcreatelab.com/vcc2016
hello@imperialcreatelab.com

Where is it located?

London

Introduction to what the organisation does

Imperial College London's deep science and technology pre-accelerator: prove the commercial viability of a concept, idea or venture part-time over 6 weeks.

All teams accepted onto the programme will get 12 months free access to the Imperial Incubator, as well as continuing support from Imperial Innovations indefinitely.

The programme climaxes with the annual Imperial Showcase, which brings together over 400 investors and influencers, with a £10,000 prize awarded on the day.

Alumni of the VCC have raised £11m since 2012, and include BLOCKS (\$1.6m on Kickstarter), Surreal Vision (acquired by Facebook), Newsflo (acquired by Elsevier) and Desktop Genetics (\$2.15m seed round this year).

Imperial are open-minded about what idea candidates apply with. It could be your PhD thesis or an idea you had in the shower. Their core requirement is that you and your team together have the technical capability to build it.

They focus less on talks that repeat stuff you can find on the internet and have moved away from the standard model of hundreds of "mentors", focusing instead on high quality experts who are there for you throughout, providing tailored support and connections to move you quickly through the milestones you need to achieve to create something that can support you when you graduate or leave your job.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Teams must contain one Imperial student (undergrad, masters, postgrad), staff member or alumnus. Imperial do accept applications from single founders. Imperial have in the past specified that alumni must be "recent" but have loosened this for the VCC 2016.

How do you apply to be part of the scheme?

Application is competitive, with around 10% of applicants receiving a place (approximately 25 teams in total). For those who do not receive a place, Imperial are regularly in touch to provide additional support. hello@imperialcreatelab.com
imperialcreatelab.com/apply-to-vcc-2016/

COMPETITIONS

Biotech Young Entrepreneurs Scheme (YES)

www.biotechnologyyes.co.uk/biotechnologyyes/index.aspx

Where is it located?

Workshops are at various UK locations

Introduction to what the organisation does

The Biotechnology Young Entrepreneurs Scheme (Biotechnology YES) is an innovative competition developed to raise awareness of the commercialisation of bioscience ideas among early career researchers. The competition, funded by sponsorship, aims to encourage an entrepreneurial culture for the benefit of the UK economy.

Biotechnology YES is organised jointly by [The University of Nottingham's Haydn Green Institute for Innovation and Entrepreneurship \(HGI\)](#), the [Biotechnology and Biological Sciences Research Council \(BBSRC\)](#) and the [Medical Research Council \(MRC\)](#).

The competition is run over three days. In the morning of the first two days participants, in teams of four or five members, attend presentations from leading figures in industry on all aspects of knowledge exchange and the commercialisation of ideas.

Topics covered include:

- the requirements of a business plan;
- intellectual property and patenting strategy;
- raising and managing finance;
- commercial and marketing strategies;
- regulatory affairs; and
- company case histories

This knowledge, and any gained prior to the workshop, provides a basis for participants to prepare an oral business plan for a company based on a hypothetical but plausible idea, based on real markets. The plan is prepared by the team, in the afternoon of the first two days, with each member assuming a different role within the company (e.g. Managing, Finance, Research and Development, Marketing or Operations Director).

On the last day the participants make a formal oral presentation of their business plan before a panel comprised of business, financial and academic representatives taking the role of equity investors. Two teams from each workshop are selected to progress through to the final.

How much does the scheme cost?

The competition is free to most participants, however, payment of a refundable deposit of £50 per individual is required once your team has been allocated a place; this will be returned to you after attendance at your allotted workshop. The cost of running the competition is £650 per participant and when a team cancels they incur charges that are not refundable.

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Details available at www.biotechnologyyes.co.uk/

How do you apply to be part of the scheme?

www.biotechnologyyes.co.uk/biotechnologyyes/applying/form.aspx

Pitch@Palace

pitchatpalace.com

Where is it located?

London

Introduction to what the organisation does

Pitch@Palace offers the chance to get your tech business idea in front of a global audience of influencers who can catapult it to the next level. Established by The Duke of York, in less than three years Pitch@Palace has helped over 205 businesses grow, with some now enjoying huge global success.

If your business is selected to compete at Pitch@Palace, you'll be invited to attend a Boot Camp, where you'll receive support and guidance in developing and sharpening your pitch and what your business needs. It might be investment, introductions, strategic guidance or something else.

All the businesses that get to Boot Camp will attend the final networking event, held at St James's Palace. At this event a smaller selection of these businesses will pitch directly to an invited audience of judges from the world of entrepreneurship, tech, media and investment.

Pitch@Palace Boot Camp will take place on Friday 14th October, 2016.

Pitch@Palace Boot Camp provides 42 Entrepreneurs with the opportunity to hear from leading industry experts and Pitch@Palace alumni, as well as receiving support and mentoring. All participants are asked to pitch to a panel of judges, who will select up to 15 entrepreneurs to pitch at St. James's Palace on Wednesday 2nd November, 2016.

All entrepreneurs who attend Pitch@Palace Boot Camp are invited to attend Pitch@Palace 6.0 and have the opportunity to network at the event.

How much does the scheme cost?

Free

Are there any criteria that you (or your company) have to fit to apply for the scheme?

Applications are encouraged from a broad range of entrepreneurs including in the following areas: Consumer technology, educational technology, energy and environmental technology, robotics, artificial intelligence, fintech, biotech and medical technology, genomics, media and entertainment technology, industrial technology, cybersecurity

How do you apply to be part of the scheme?

Applicants can apply either directly to Pitch@Palace Boot Camp or via one of the Regional Pitch@Palace On Tour events.

pitchatpalace.com/pitchpalace-6-0-2/

NETWORKS AND OTHER RESOURCES

Biobeat

Miranda founded BioBeat in 2012 to bring fresh energy and growth to the bio sector. As the global biobusiness sector undergoes rapid transformation, it needs new inspirations and one way to bring this about is through successful women entrepreneurs and leaders. Research suggests that women adopt different strategies for success – from different ways of building companies, working in teams and communication to raising funds and attitudes to risk. Understanding these success factors offers opportunities to develop business models that more effectively engage talent in broader, more inclusive and more dynamic ways. BioBeat's partners are Cambridge Judge Business School's Entrepreneurship Centre and the Innovation Forum. www.mws-consulting.co.uk/biobeat

The Healthcare Businesswomen's Association

This is a global non-profit organisation comprised of individuals and organisations from across the healthcare industry committed to:

- achieving gender parity in leadership positions
- facilitating career and business connections
- providing effective practices that enable organisations to realise the full potential of their female talent

The HBA accomplishes its mission through strong business networks, education, research, advocacy, and recognition for individuals and companies. Membership costs \$99–\$225 depending on experience and renewal.

www.hbanet.org/membership

Royal Pharmaceutical Society Mentoring Handbook

This handbook is for pharmacists and pharmaceutical scientists who are new to mentoring, as well as for existing mentors who want to refresh their knowledge and skills in mentoring, and for mentees who want to learn more about what they can expect from their mentor.

www.rpharms.com/support-pdfs/mentoring-handbook.pdf

Women in Biotech

The BIA's Women in Biotech community was established in 2007 and aims to provide an effective network for women from the life science sector. These evening networking events attract delegates from across the sector and have seen a wide variety of speakers, including VCs, entrepreneurs, CEOs, coaches and leading figures from within the industry and associated businesses.

www.bioindustry.org/about/bioscience-groups/women-in-biotech

Royal Society of Chemistry

Take your professional development further with a mentor, or become one yourself. The Royal Society of Chemistry website has some useful pointers in setting up a mentoring relationship whether you are a mentor or a mentee.

www.rsc.org/careers/cpd/mentoring

Cogent Skills

Cogent Skills is the UK's strategic body for skills in the science industries, led by sector employers. It supports science industry employers to attract, retain and develop people who can contribute to business success. It offers a variety of services from recruiting the best new talent via industrial placements and apprenticeships, to developing your existing workforce through training courses and skills benchmarking. The industry has highlighted a number of areas where help is required and Cogent's Workforce Development initiatives are the result. These are underpinned by the Cogent Gold Standard. For more information visit

www.cogentskills.com/workforce-development

School for Scale-Ups, Cambridge Network

The programme is designed for leaders of businesses who can see their path from start-up to scale-up, and for individuals who want to play a significant part in the future of their company which has already started to scale up.

www.cambridgenetwork.co.uk/learning/school-for-scale-ups

Established over 25 years ago at the infancy of biotechnology, the BioIndustry Association (BIA) is the trade association for innovative enterprises involved in UK bioscience. Members include emerging and more established bioscience companies; pharmaceutical companies; academic, research and philanthropic organisations; and service providers to the bioscience sector.

The BIA represents the interests of its members to a broad section of stakeholders, from government and regulators to patient groups and the media. Our goal is to secure the UK's position as a global hub and as the best location for innovative research and commercialisation, enabling our world-leading research base to deliver healthcare solutions that can truly make a difference to people's lives.

Designed by Soapbox, www.soapbox.co.uk

www.bioindustry.org



BIA supporters

