### Staffing Your TTO: Hiring Trends in University Technology Transfer



### Staffing Your TTO: Hiring Trends in University Technology Transfer Presenters: Glen Gardner, President & David Winwood, Partner Gardner Innovation Search Partners www.GardnerISP.com

Hire Standards.

### **Meet The Presenters**

► Glen Gardner





David Winwood

### **Background**

- ▶ Gardner Innovation Search Partners, a recruiting firm specializing in:
  - Technology Transfer
  - Commercialization
  - Intellectual Property Management
  - Economic Engagement
  - Venture Development
  - External Innovation Management
- Clients include universities, national laboratories, research institutes, and hospitals



### **TTO Structures**

- Cradle to Grave
- ▶ Hierarchical add more layers for career growth
- ▶ Different Office Size

## Growth Opportunities in a TTO Challenges with the flat structure of TTOs Leader, workers and administrative support How can staff advance career without moving on/out?

Gardner Innovation Search Partners

### **Salaries**

https://gardnerisp.com/salary-survey-technology-transfer-office/

- ► Losing talent to industry
- Competition
- Salaries increasing
- Bonus structures
- ► Mission of Tech Transfer
- ► Equity in the Office

### Remote/Hybrid/Full Time

- ▶ Number one challenge post-pandemic
- ▶ TTO adapted and were able to continue work uninterrupted
- Remote meetings more acceptable
- University policies about return to office







Gardner Innovation Search Partners

### Office Exchange

- ▶ Swapping talent with other offices Domestic or International
- ► Challenges: Funding, Management

# Qualifications of Candidates • Education requirements • PhD or not? • MBA • JD • Patent Agent • CLP • RTTP • Try not to be rigid in educational requirements

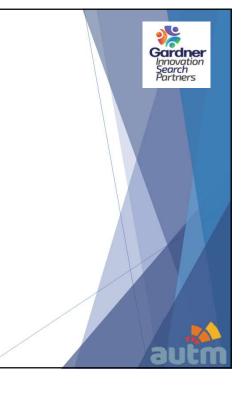
Gardner Innovation Search Partners

### Transitioning from Industry, Law Firms Service Providers, VC, Startups

- ▶ Attracting talent from other industries
- ▶ Integrating talent from other professions

### Where to Post Jobs

- ► AUTM Career Center
- ▶ LES
- LinkedIn
- ▶ Diversity Job Boards little to no responses
- ▶ Indeed
- ▶ Post and Pray ☺



# Deal Sheets ► https://gardnerisp.com/the-benefits-of-a-deal-sheet-in-technology-transfer/ ► Important to keep a running deal sheet



