

INNOVATION MANAGER

AccelBio is looking for one **Innovation Manager** to join CoLAB AccelBio, within the framework of the project BioTransfer, funded under the call COMPETE2030-2024-6-Transferência do conhecimento científico e tecnológico. BioTransfer is a co-promoted initiative (i3S, AccelBio, CoLAB Trials) aiming to build a connected “battery” of instruments for biomedical tech transfer.

Job summary

We're seeking a highly skilled and motivated **Innovation Manager** to drive the translation of scientific discoveries into investable and licensable opportunities. The Innovation Manager will lead planning and execution of biotech innovation support activities including scouting, maturation assessment, and support to partnerships, and deal enablement, in close contact with startups, SMEs and academic institutions. Furthermore, the Innovation Manager will be responsible for delivering results on time, on budget, and with clear regional and national impact, according with specific project needs.

Responsibilities

- Support the development of tools that promote and enable value creation via licensing or selling IP, co-development with industry, or spin-off creation.
- Lead the scouting, evaluation, and prioritization of research outputs to build a focused pipeline of high-potential opportunities.
- Coordinate cross-functional maturation (technical, regulatory, market, team, and IP) to bring assets to licensable or investable readiness.
- Prepare opportunity packages (value proposition, market fit, competitive landscape) to position projects for industry and investor engagement.
- Drive business development by cultivating relationships, organizing roadshows, and managing the funnel from first contact to diligence and deal framing.
- Support the implementation and maintenance of a CRM (Customer Relationship Management) to streamline interactions with target entities
- Establish and maintain standardized data rooms and templates (NDA/MTA pathways, IP summaries, validation evidence) to accelerate transactions.
- Design and deliver workshops, mentoring cycles, and review panels that upskill teams and de-risk projects.

- Develop funding strategies that combine non-dilutive grants, partnerships, and private capital to sustain project milestones.
- Implement a lightweight CRM and KPI framework to track interactions, outcomes, and portfolio performance for leadership reporting.
- Curate communications (updates, case studies, events) that strengthen AccelBio's ecosystem presence and attract partners.
- Maintain strong communication with project stakeholders and AccelBio team to ensure timely and proper implementation of communication and dissemination activities
- Ensure compliance with internal policies, ethical standards, and applicable regulatory expectations throughout project execution.
- Facilitate smooth hand-offs to legal, finance, and operations to close agreements and launch collaborations on schedule.
- Support project managers, project partners and AccelBio Managing Team in the preparation and submission of technical and financial reports, and other project documentation.

Required skills and qualifications

- Advanced degree in a biomedical science field (MSc or PhD).
- 3–5 years of relevant innovation/tech-transfer experience (TTO, pharma/biotech BD, venture capital, or consulting) involving product commercialization, business development, and/or valorization.
- Proven experience developing business plans and conducting market/competitive analyses in life sciences.
- Hands-on licensing experience (e.g., NDAs/MTAs, term sheets, data rooms, diligence workflows).
- Solid understanding of translational R&D, with a broad view of legal, regulatory, IP, and technical requirements—and common bottlenecks—in biomedical product development.
- Excellent written and verbal communication skills in English (clear, concise, audience-appropriate).
- Comfortable managing a diverse portfolio of activities and stakeholders in a fast-moving environment.
- Strong collaboration skills; self-motivated, service-oriented, flexible, and an effective communicator with creative problem-solving ability.

- Proactive work style with ownership of outcomes.
- Outstanding organization, with high attention to detail and accuracy.
- Strong sense of responsibility and integrity.

Preferred skills

- Ability to teach and coach best practices in innovation management, driving continuous improvement through capacity building.
- Excellent communication and active listening skills, with the ability to tailor messages to scientific, business, and executive audiences.
- Proven teamwork and collaboration across multidisciplinary stakeholders.
- Immediate availability.

About AccelBio | Collaborative Laboratory to Foster Translation and Drug Discovery

AccelBio is a collaborative laboratory that aims to be the bridge that brings biomedical science closer to the market. With a set of partners that cover all the necessary capacities and expertise to drive drug discovery, AccelBio selects fundamental research discoveries and cutting-edge technology platforms and tools and guides the transformation of breakthrough science into validated and investment-worthy assets. AccelBio complements academic research groups and start-ups with industry-standard drug discovery capabilities - target validation, assay development, high-throughput screening, in silico modelling, medicinal chemistry, in vitro and in vivo testing, IP support and business development. Innovative platforms are also being developed within a well-defined R&I agenda that will further boost drug discovery. By providing these capacities and specialized expertise, AccelBio will de-risk drug discovery assets until they are ready to be out-licensed to industry or established as the foundation of new spin-off companies.

AccelBio consists of the following **associate members**

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| • Instituto Gulbenkian de Medicina Molecular | • BSIM Therapeutics |
| • Instituto Superior Técnico | • TargTex |
| • Universidade de Coimbra | • Valvian |
| • Biocant Park | • Basinnov |
| • Roche Portugal | • Vertical Sentinel |
| | • Biovance Capital |

Monthly remuneration

Monthly gross salary will be defined according to relevant experience and merit of the candidate within the range predicted in the funding project. Gross value subject to mandatory taxes as per Portuguese Labor Law.

Start Date and workplace

The contract is expected to start in January 2026 and is maintained for the duration required to execute the outlined work plan; the activities will be developed remotely with the possibility to locate at Biocant Park.

Evaluation criteria

The admitted applications will be evaluated based on the quality and relevance of their professional path and their adequacy to the proposed plan, through the analysis of the Curriculum Vitae and Motivation Letter (70% and 10%, respectively) and Interview (20%). Only the candidates with a score above 80% in the CV assessment will proceed to the interview stage.

Jury panel and deliberation

The jury is composed by Bárbara Gomes (PhD, President of the Jury), Silvia Almeida (PhD) and Ricardo Viais (PhD). The panel shall deliberate by means of roll-call voting based on the adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be taken. These shall contain a summary of events, as well as details of the votes cast by each of the members and their respective reasoning. After all selection criteria have been applied, the panel shall prepare a ranked list of approved candidates and their respective classification. Results will be publicly available at AccelBio website for a period of ten days following the results publication. Candidates will be notified by email once this list has been made available. After notification of the results, candidates have ten days to respond. In the following five days (from the end of the candidates' response period), the panel's final decision is issued.

Application process

Submission of the CV, motivation letter and Degree(s) Certificates at AccelBio's website, from October 29th to November 30th.

Note: The non-compliance with these requirements will result in the rejection of the application.