

Capacities/Research Potential

FP7-REGPOT-2012-2013-1

Project No. 316254

# BASTION

*“From Basic to Translational Research in Oncology”*

## Deliverable D5.1

**Report on recruitment of a professional Innovation Manager MUW for  
innovation capacities building**

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All reports available on BASTION Webpage: [www.bastion.wum.edu.pl](http://www.bastion.wum.edu.pl)

## Introduction

BASTION project aims at building up the research potential of the Medical University of Warsaw (MUW) in experimental oncology, and to reduce the time from scientific discovery to clinical application. Similar to nearly all academic research centres in CEE, innovation management, protection of intellectual properties and commercialisation of research results, represent weak points of MUW. Work Package 5 (WP5) - Innovation Capacity Building – implies the activities to be undertaken in order to improve innovation-driven translational research at MUW. WP5 aims to facilitate technology transfer and increase the impact of translational studies in oncology by:

- Hiring and integrating into MUW's innovation-related activities an intellectual property management professional with sufficient understanding of molecular cancer research and as well as personalized and translational medicine, to search, analyse and appraise intellectual property developed in MUW within its BASTION Competence Centre. This person would cooperate with BTM Mazowsze as well as national & international patent attorney offices to develop an effective IP portfolio strategy assuring maximum impact of the R&D results on economic development.
- Transfer of know-how, case study analyses and organising training seminars and workshops in cooperation with the partnering institutions experienced in translational research and transfer of technologies from bench to bedside;
- Building closer relationships between MUW and the end-users of translational research results and other stakeholders by participating of MUW's stuff in the BioTechMed cluster activities using clustering activities;
- Organising "Pharma open days" organised in collaboration with London Genetics, Science Business and BTM Cluster management SMEs;
- Analyses of processes, procedures, motivation systems as well as the legal and economic environment supporting innovation and technology transfer;
- Increasing the scientist awareness Development of IP issues and developing effective IP protection awareness and protection strategy through organising two workshops and three seminar sessions delivered by leading European technology transfer professionals and patent attorneys;
- Developing plausible proof-of-concept funding strategies to increase translational potential of basic molecular cancer biology discoveries.

Due to the broad scope of activities foreseen in WP5, full-time Innovation Manager was planned to be hired to stimulate the translational process from molecular oncology research to the clinic. The following report describes the process of recruitment and hiring of an Innovation Manager, for the period of 29 months, starting from April 1<sup>st</sup> 2013.

## 1. Position Requirements

Innovation Manager is expected to stimulate the translational process in the field of molecular oncology. In particular, Innovation Manager's role would be to identify results that should be protected as potentially valuable IP and to guide BASTION scientists through the early stages of translational / commercialisation process. The candidate should have some general knowledge or education background in cancer research, molecular biology, diagnostics or a related field, a good knowledge of formulation of invention disclosures and be able to analyse and revise scientific material for patent applications. This candidate should be a key factor in catalysing the translational process, not yet available at MUW. S/He is expected to cooperate closely with MUW authorities engaged in IP and commercialisation issues.

### Job duties and tasks:

- maintaining close contact with the BASTION team and Medical University of Warsaw inventors;
- assessing the commercial value of basic-research-driven intellectual property;
- developing our network of business contacts;
- identifying commercial licensing opportunities for our intellectual property portfolio;
- negotiating licensing terms and conditions;
- drafting and executing license and consultancy agreements;
- assessing new business opportunities in the form of start-up companies;
- stimulating the translational process in the field of molecular oncology;
- developing plausible proof-of-concept funding strategies to increase translational potential of basic molecular cancer biology discoveries;
- organising joint events with SMEs as well as the research/academic partners to transfer best-practice in science – industry cooperation and promoting innovation-driven translational research.

A successful candidate is expected to:

- hold a degree in biology, medicine, physics or chemistry

- at least 3 years of experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company
- familiarity with working in the international environment related to biomedicine, pharmacy or health
- ability to travel abroad to carry out tasks in collaboration with international partners
- proficiency in English as well as in computer literacy

In addition, the person should have the following attributes:

- a team player, flexible and open to new challenges and enjoying dealing with scientists from different specialties and countries
- excellent presentation skills, initiative, an outgoing personality, self-confidence, being highly organized
- appreciation and understanding of molecular biology, diagnostics or a related field is an advantage for this position

All candidates were expected to submit the following documents:

- CV with contact information, including e-mail address and phone number
- Letter-of-intent
- Reference letter(s)
- Copy of degree diploma(s)
- Copy of certificate(s) of employment
- Declaration about authorization for personal data processing: „I hereby authorize you to process my personal data included in my job application for the needs of the recruitment process (in accordance with the Personal Data Protection Act, Journal of Laws of 2002, no 101, item 926 as amended)

The candidates might also include additional information or copies of documents/certificates in support of the application

## **2. Recruitment procedures at MUW**

The MUW recruitment procedures for the positions in the BASTION project comply with University internal regulations and the Commission Recommendation of 11 March 2005 on the European Charter for Researcher and on Code of Conduct for the Recruitment of Researchers. MUW is an Equal Opportunity employer. Each competition is advertised in high impact scientific journals through the dedicated EURAXESS EC services (<http://ec.europa.eu/euraxess/>), university website, NCPs, Partnering Organisation Website, at conferences and through personal networks.

### 3. Recruitment process

#### 3.1. Announcement

An announcement about Innovation Manager job position was published on the MUW web site, BASTION web side, EURAXESS EC, in the popular newspaper *Gazeta Wyborcza* (in paper and Internet) with a deadline for applications' submission on Feb 18<sup>th</sup> 2013.

For the announcement content see attachment 1.

#### 3.2. Applications

A total of 8 applications have been received before the deadline. The professional profile of the applicants was diverse. A preliminary evaluation was made by the Selection Committee under the criterion as in how far each candidate could contribute towards the achievements of the projects goals and how well he or she would fit the description of the published profile of Innovation Manager. The candidates were ranked according to the following criteria:

Requirements	Science degree preferably in either biology, medicine, physics or chemistry
	At least 3 years of experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company
	Familiarity with working in the international environment related to biomedicine, pharmacy or health
	Ability to travel abroad to carry out tasks in collaboration with international partners
	Proficiency in English as well as in computer literacy
Application documentation	CV with contact information, including e-mail address and phone number
	Letter-of-intent
	Reference letter(s)
	Copy of degree diploma(s)
	Copy of certificate(s) of employment
	Declaration about authorization
	Additional information or copies of documents/certificates in support of the application

The three highest ranking candidates were chosen for further interviews:

- I. Barbara J. - senior technical assistant at Poznan University of Technology, holding PhD in chemical technology and technical physics, with pedagogic background and good recommendations,
- II. Aleksandra Ł. - sales representative with biotechnological background and experience in Life Sciences market, having accomplished courses in bio-business and clinical trials management,
- III. Karolina D. - oncology research group leader in the biopharmaceutical company, with experience in preclinical research of innovative anticancer targeted therapies and strong scientific background in molecular biology and oncology.

### 3.3 Interviews and selection

The three candidates were interviewed by Selection Committee – for the interview schedule see attachment 3. All members of the committee had an opportunity to ask questions and each member has made his/her own evaluation of particular candidate, according to the following questions addressed:

- Why should we hire you?
- Tell us about something innovative that you have done.
- What professional accomplishment are you most proud of?
- In your opinion, what elements are indispensable to the success of an organization like ours?
- What responsibilities would you be prepared to take on and what results would you achieve if we selected you for this position?
- How are you as a team player?
- How would you describe your personality?
- What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?
- Tell us about situations where you have had to work under pressure and meet deadlines.
- In your opinion, what elements are indispensable to the success of an organization like ours?
- What do you hope to find in our organization?
- Familiarity with working in the international environment related to biomedicine, pharmacy or health
- Experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company

For the evaluation results of each candidate see attachment 4.

The committee agreed to choose **dr Karolina Dzwonek** for the BASTION project Innovation Manager. She was the best candidate among others. Open-minded, familiar with oncology and of new design and development of innovative anticancer targeted drugs, having necessary skills, experiences and education to successfully complete the tasks of the BASTION project.

## 4. The professional profile of hired Innovation Manager



**Dr Karolina Dzwonek**

### Professional profile:

Oncology research group leader with nearly four years of experience in preclinical research of innovative anticancer targeted therapies.

Strong scientific background in molecular biology and oncology, excellent team leadership and managing skills, very positive attitude.

### Professional experience:

2009-2013	Head of Oncology Research Group Celon Pharma SA
area of responsibility	Leading of R&D projects concerning design and development of innovative anticancer targeted drugs, team managing, co-operation between different company's divisions and with scientific institutes or service companies, data presentation on international conferences, company's representative on biotechnological trades
achievements	Building of highly skilled, cooperative research team, driving of two projects to the advanced preclinical in vivo studies, two patent applications, several conference communications
2003-2009	Investigative Scientist Nencki Institute of Experimental Biology & Maria Skłodowska-Curie Institute of Oncology
area of responsibility	Running of scientific projects including two in the field of neurobiology and one in molecular oncology
achievements	PhD in molecular biology, five publications in journals included in ISI Master Journal List, several communications on international conferences
2001-2002	Scientific and technical specialist CEDE Centrum Doradztwa Sp. z o.o.
area of responsibility	Elaboration of projects concerning novel energy resources



## Conclusions

A newly hired Innovation Manager will facilitate and increase the impact of translational studies in oncology to promote innovation-driven translational research thereby filling a significant gap in the Medical University of Warsaw.

Detailed description of the Innovation Manager activities are described in D5.2

## Corresponding budget

PERSONNEL, TRAVEL AND OTHER MAJOR DIRECT COST ITEMS FOR BENEFICIARY "1" FOR 18M			
	Item description	Amount [EUR]	Explanations
Work Package 5	Personnel costs	434,00	Salary of the WP5 Co-leader (0,108 PM)
	Travel	-	
	Organization of events	-	
	Remaining direct costs	-	
TOTAL DIRECT WP5 COST		434,00	

*/\* - exact costs for M1-M18 will be presented in the 1<sup>st</sup> Period Report and Form C (April 2014)*

Prof. Jakub Golab

BASTION Project Coordinator

WP5 Co-leader

Warsaw, February 2014

## Attachment 1/1



**Medical University of Warsaw, Poland**  
**REGPOT-2012-2013-1 Program EU FP7**

**Project BASTION (From Basic to Translational Research in Oncology)**  
is looking for an

**INNOVATION MANAGER (full time job)**

**Ref. no: APK2/1210-16/2013**

### Requirements:

- science degree preferably in either biology, medicine, physics or chemistry
- at least 3 years of experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company
- familiarity with working in the international environment related to biomedicine, pharmacy or health
- ability to travel abroad to carry out tasks in collaboration with international partners
- proficiency in English as well as in computer literacy

### In addition, person should have the following attributes:

- a team player, flexible and open to new challenges and enjoying dealing with scientists from different specialties and countries
- excellent presentation skills, initiative, an outgoing personality, self confidence, being highly organized
- appreciation and understanding of molecular biology, diagnostics or a related field is an advantage for this position

### Job duties and tasks:

- maintaining close contact with the BASTION team and Medical University of Warsaw inventors
- assessing the commercial value of basic-research-derived intellectual property;
- developing our network of business contacts
- identifying commercial licensing opportunities for our intellectual property portfolio
- negotiating licensing terms and conditions
- drafting and executing license and consultancy agreements
- assessing new business opportunities in the form of start-up companies
- stimulating the translational process from molecular oncology research to the clinic
- developing plausible proof-of-concept funding strategies to increase translational potential of basic molecular cancer biology discoveries
- organising joint events with SMEs as well as the research/academic partners to transfer best-practice in science – industry cooperation and promoting innovation-driven translational research

### Required documents and declarations:

- CV with contact information, including e-mail address and phone number
- Letter-of-intent
- Reference letter(s)
- Copy of degree diploma(s)
- Copy of certificate(s) of employment
- Declaration about authorization for personal data processing: „I hereby authorize you to process my personal data included in my job application for the needs of the recruitment process (in accordance with the Personal Data Protection Act, Journal of Laws of 2002, no 101, item 926 as amended)
- The candidates may include additional information or copies of documents/certificates in support of the application

**Position is offered for 30 months (till 31<sup>st</sup> September 2015)**

**Applications should be submitted by 3p.m. (Warsaw time) on 18<sup>th</sup> February 2013 to**  
**[maudalena.winiarska@wum.edu.pl](mailto:maudalena.winiarska@wum.edu.pl) with a note in the e-mail subject:**

**“Competition for the position of Innovation Manager ref. no APK2/1210-16/2013 in “BASTION” project**

The admission procedure will be carried out in two steps. First, the applicants are requested to submit application documents. Short listing will be carried out within 3 days after the closing date. Applications will be assessed against person specification criteria and 3-4 applicants will be invited for interview. During the interview candidates will be scored with regard to communication skills, teamwork and project competency. Successful candidates will be offered a position within 2 days after the interview date. For more information on the project visit our website at <http://bastion.wum.edu.pl/>. Please be advised that only selected candidates will be contacted, and sent documents will not be returned.



## Attachment 2



### Innovation Manager - BASTION Ref. No: APK2/1210-16/2013

CANDIDATES		Aleksandra Ł	Anna P	Ari M	Barbara J	Barbara P	Szymon P	Katarzyna D	Karolina D
Requirements	science degree preferably in either biology, medicine, physics or chemistry	1	1	1	1	1	0	1	1
	at least 3 years of experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	0	0	0	0	1	0	0	1
	familiarity with working in the international environment related to biomedicine, pharmacy or health	1	1	1	1	1	0	1	1
	ability to travel abroad to carry out tasks in collaboration with international partners	0	0	0	0	0	0	0	0
	proficiency in English as well as in computer literacy	1	1	1	1	1	1	1	1
Application documentation	• CV with contact information, including e-mail address and phone number	1	1	0,5	1	1	1	1	1
	• Letter-of-Intent	1	0	0	1	0	0	1	1
	• Reference letter(s)	1	0	0	1	0	0	0	1
	• Copy of degree diploma(s)	1	0	0	1	0	0	0	1
	• Copy of certificate(s) of employment	1	0	0	1	0	0	0	1
	• Declaration about authorization	1	1	1	1	1	1	1	1
	• The candidates may include additional information or copies of documents/certificates in support of the application	0	0	0,5	0	0	0	0	1
		9	5	5	9	6	3	6	11

no one mentioned

Min	10
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## Attachment 3

### SCHEDULE

Interview with candidates shortlisted for innovation manager position.

Ref. No: APK2/1210-16/2013 - Innovation Manager - BASTION

Interview Date: ..... 26.02.2013 (Tuesday)

Interview Place: ..... Department of Immunology, Medical University of Warsaw  
1 A, Banacha Str., Building F, Head of the Department Room

Candidate	Hour
1. Mrs Barbara J. (9p)	14.00 – 14.30
2. Ms Aleksandra Ł. (9p)	14.30 – 15.00
3. Mrs Karolina D., PhD (11p)	15.00 – 15.30

#### Selection Committee:

1. Jakub Golab ..... 
2. Sławomir Majewski .....  ABSENT
3. Iwona Drozdowska-Rusinowicz ..... 
4. Michał Gieraltowski ..... 
5. Marcin Szumowski ..... 
6. Magda Winiarska ..... 

Warsaw, 22<sup>nd</sup> February, 2013





Attachment 4/1



Innovation Manager - BASTION Ref. No: APK2/1210-16/2013 - Interview

QUESTIONS	CANDIDATES			
	Aleksandra Ł	Barbara J	Karolina D	
Why should we hire you?	2	1	5	
Tell us about something innovative that you have done.	2	1	4	
What professional accomplishment are you most proud of?	2	2	3	
In your opinion, what elements are indispensable to the success of an organization like ours?	3	2	4	
What responsibilities would you be prepared to take on and what results would you achieve if we selected you for these position?	3	1	4	
How are you as a team player?	2	1	4	
How would you describe your personality?	3	2	4	
What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?	2	2	3	
Tell us about situations where you have had to work under pressure and meet deadlines.	3	1	3	
In your opinion, what elements are indispensable to the success of an organization like ours?	—	—	—	
What do you hope to find in our organization?	3	2	4	
Familiarity with working in the international environment related to biomedicine, pharmacy or health	3	1	4	
Experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	1	1	4	
Do you have any questions?	—	—	—	
<b>Total</b>	<b>29</b>	<b>17</b>	<b>46</b>	

Evaluation: 1-poor, 2- average, 3-good, 4-very good, 5-excellent

26.02.2013 M. Murawski  
Date and Name

Attachment 4/2



Innovation Manager - BASTION Ref. No: APK2/1210-16/2013 - Interview

QUESTIONS	CANDIDATES			
	Aleksandra t	Barbara J	Karolina D	
Why should we hire you?	3	3	4	
Tell us about something innovative that you have done.	1	2	5	
What professional accomplishment are you most proud of?	2	2	5	
In your opinion, what elements are indispensable to the success of an organization like ours?	2	2	3	
What responsibilities would you be prepared to take on and what results would you achieve if we selected you for this position?	2	2	3	
How are you as a team player?	4	4	4	
How would you describe your personality?	4	4	4	
What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?	2	2	4	
Tell us about situations where you have had to work under pressure and meet deadlines.	3	2	4	
In your opinion, what elements are indispensable to the success of an organization like ours?	1	1	1	
What do you hope to find in our organization?	2	2	3	
Familiarity with working in the international environment related to biomedicine, pharmacy or health	1	1	5	
Experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	1	1	5	
Do you have any questions?	1	1	1	
<b>Total</b>	<b>27</b>	<b>27</b>	<b>48</b>	

Evaluation: 1-poor; 2- average; 3-good; 4-very good; 5-excellent

2013-02-26  
Date and Name

Attachment 4/3



Innovation Manager - BASTION Ref. No: APK2/1210-16/2013 - Interview

QUESTIONS	CANDIDATES			
	Aleksandra Ł	Barbara J	Karolina D	
Why should we hire you?	3	3	5	
Tell us about something innovative that you have done.	3	3	4	
What professional accomplishment are you most proud of?	4	3	3	
In your opinion, what elements are indispensable to the success of an organization like ours?	3	3	4	
What responsibilities would you be prepared to take on and what results would you achieve if we selected you for these position?	4	3	5	
How are you as a team player?	4	3	3	
How would you describe your personality?	3	2	4	
What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?	3	2	4	
Tell us about situations where you have had to work under pressure and meet deadlines.	4	4	3	
In your opinion, what elements are indispensable to the success of an organization like ours?	—	—	—	
What do you hope to find in our organization?	4	4	3	
familiarity with working in the international environment related to biomedicine, pharmacy or health	2	2	4	
experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	3	2	4	
Do you have any questions?	4	3	3	
<b>Total</b>	<b>44</b>	<b>35</b>	<b>59</b>	

Evaluation: 1-poor; 2- average; 3-good; 4-very good; 5-excellent

26.09.2013 *Polina*  
Date and Name



Attachment 4/4



Innovation Manager - BASTION Ref. No: APK2/1210-16/2013 - Interview

QUESTIONS	CANDIDATES			
	Aleksandra Ł	Barbara J	Karolina D	
Why should we hire you?	3	1	5	
Tell us about something innovative that you have done.	2	1	5	
What professional accomplishment are you most proud of?	3	3	5	
In your opinion, what elements are indispensable to the success of an organization like ours?	1	1	4	
What responsibilities would you be prepared to take on and what results would you achieve if we selected you for this position?	1	1	5	
How are you as a team player?	4	3	4	
How would you describe your personality?	3	3	4	
What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?	4	2	5	
Tell us about situations where you have had to work under pressure and meet deadlines.	3	2	4	
In your opinion, what elements are indispensable to the success of an organization like ours?	—	—	—	
What do you hope to find in our organization?	3	1	3	
familiarity with working in the international environment related to biomedicine, pharmacy or health	2	1	5	
experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	2	1	5	
Do you have any questions?	3	2	5	
<b>Total</b>	<b>34</b>	<b>22</b>	<b>58</b>	

Evaluation: 1-poor, 2-average, 3-good, 4-very good, 5-excellent

Milwi Giełtarska 26.02.2014  
Date and Name

Attachment 4/5



Innovation Manager - BASTION Ref. No: APK2/1210-16/2013 - Interview

QUESTIONS	CANDIDATES			
	Aleksandra Ł	Barbara J	Karolina D	
Why should we hire you?	3	1	5	
Tell us about something innovative that you have done.	2	1	4	
What professional accomplishment are you most proud of?	3	3	5	
In your opinion, what elements are indispensable to the success of an organization like ours?	2	1	4	
What responsibilities would you be prepared to take on and what results would you achieve if we selected you for this position?	2	1	5	
How are you as a team player?	4	3	4	
How would you describe your personality?	3	3	4	
What professional problem-solving technique works best for you? Give us an example of one of your solutions to a delicate problem?	4	2	5	
Tell us about situations where you have had to work under pressure and meet deadlines.	3	2	4	
In your opinion, what elements are indispensable to the success of an organization like ours?	—	—	—	
What do you hope to find in our organization?	3	3	3	
familiarity with working in the international environment related to biomedicine, pharmacy or health	2	1	5	
experience in a comparable position with either a technology transfer establishment, a biotech start-up company, or in the legal or in/outlicensing division of a major chemical or pharmaceutical company	2	1	5	
Do you have any questions?	3	2	4	
<b>Total</b>	<b>36</b>	<b>24</b>	<b>34</b>	

Evaluation: 1-poor, 2-average, 3-good, 4-very good, 5-excellent

26.02.2013   
Date and Name

## Attachment 5



WARSZAWSKI UNIWERSYTET MEDYCZNY  
MEDICAL UNIVERSITY OF WARSAW

Zakład Immunologii  
Centrum Biostruktury



Warsaw, 1<sup>st</sup> March 2013

Dear Dr. Karolina Dzwonek,

I'm pleased to inform you that after two-stage competition the Selective Committee of BASTION project at the Medical University of Warsaw (MUW), has positively evaluated your application for an innovation manager position sponsored by the FP7-REGPOT-2012-2013-1-funded project BASTION.

I therefore would like to invite you to join the BASTION project team starting as early as March 2013. The decision was based on your outstanding professional and scientific records as well as on your personal experience, which perfectly aligns with the strategic planning of BASTION and the MUW effort to strengthen its potential in the fields of innovation and translated medicine.

The MUW is able to offer you a full-time employment with a gross monthly salary of 2.750,- € (Euro) for a period of up to 30 months but by no means longer than August 2015. An initial contract for a period of 3 months, with an option for renewal until August 2015, can be signed at your convenience.

You are expected to facilitate and increase the impact of translational studies in oncology by acquiring know-how from and initiating sustained cooperation with experienced SMEs focused on technology transfer and commercialization.

You will be engaged also in cooperation with experienced SMEs and the MUW administration in defining a strategy and proposing an update to the MUW Intellectual Protection and Management guidelines to facilitate the translational process for research results in the area of oncology.

The details of the terms of your employment and obligations are explained in the European Commission's 7th Framework grant agreement No. 316254 "From Basic to Translational Research in Oncology" (Project Acronym: BASTION), which was signed by the European Commission on August 30, 2012, and which will be an integral part of your work contract. A copy of the grant agreement will be sent to you upon request.

Please get into contact with our Project Manager to discuss all the details of the employment process in MUW.

Once again, I'd like to welcome you to the BASTION team.

Sincerely

  
Prof. Jakub Golab  
BASTION Project Coordinator

*Augusta 07.03.2013*  
*K. Dzwonek*

ul. Banacha 1a, 02-097 Warszawa  
tel.: 0-22-599-21-99,  
fax: 0-22-599-21-94  
e-mail: immunologia@wum.edu.pl  
www.wum.edu.pl/immunologia

Biurowisko Projektu BASTION:  
ul. Żwirki i Wigury 81  
02-091 Warszawa  
tel: 0 22 572 00 34  
www.bastion.wum.edu.pl