



JOB DESCRIPTION: INTELLECTUAL ASSET MANAGER

Tessenderlo Group is an international specialty group with a global presence that provides solutions for food, agriculture, water management and the efficient use and re-use of natural resources. The Group's activities are subdivided into four operating segments: Agro, Bio-Valorization and Industrial Solutions and T-Power. The Group believes that Innovation, R&D and Intellectual Property (IP) capabilities and mindset are indispensable for a successful future. The Group cares about its intellectual assets, stimulates a culture wherein IP opportunities are recognized, protected, defended and can generate value for the business. The Group's IP, such as patents, know how, trade secrets, copyrights and trademarks are valuable business assets.

The Group IP team consists of the VP IP & Innovation and a team of Intellectual Asset Managers (qualified patent and trademark attorneys). They drive the IP vision together with a global community of IP coordinators from all the different business units (BUs). The Group IP team advises in BU IP matters, provides professional IP expertise, and is the liaison between the Business (Unit) and the external IP experts (patent and trademark professionals). The Group IP team is driving change and transformation in IP strategy, culture and practices/processes in the Group and works in close collaboration with the in-house IP lawyer.

We are currently looking for an Intellectual Asset Manager (patent attorney/specialist) to support & advise our different Business Units, and together with the VP IP & Innovation and the Business Units steer IP for the core strategic segments.

As Intellectual Asset Manager you can be based either in one of the main Belgian locations of the Tessenderlo Group (Tessenderlo, Brussels or Vilvoorde) and you will be flexible to travel to our other BU locations in Europe and occasionally to the USA.

Your function

- You will provide IP expertise and advise to the internal IP community and commercial, R&D and production teams of the Business Units regarding IP opportunities, infringement and FTO matters, litigations, ...
- You will drive the further expansion of the company's IP assets portfolio
- You challenge and advise Business Units and R&D community to recognize opportunities for IP protection (patents, trademarks, trade secrets, ...)
- You create awareness on the value of IP assets and collaborate with the business to find and capture opportunities to valorize
- You will define & steer the implementation of the Group IP plans and strategy together with your colleague IP professionals and the BU IP coordinators;
- You will support, guide and advise business teams and BU IP coordinators on IP strategy and tactics (how to build, defend and leverage IP)
- You draft patents and/or challenge & review patent drafts

EVERY MOLECULE COUNTS

- You will build standard Group and BU processes to manage IP and implement the Group and BU policies & guidelines for IP
- You will steer the external IP professionals and build bridges between IP experts and the different Business Units of the Tessenderlo Group in order to create opportunities and build long-term relationships
- You will increase awareness on IP by setting-up and coordinating Group-wide training programs and sharing best practices with other BU IP coordinators within the company
- You will help to further expand the IP community and IP assets portfolio within the company

Your profile

- 5-10 years' experience with IP strategy, development and management,
- Scientific background (Master or PhD in (bio)chemistry, engineering, physics ...).
- Ability to familiarize yourself with the Tessenderlo Group businesses and technologies
- Being an experienced (nearly-)qualified European Patent attorney is a plus
- Key expertise in patents (drafting, procedures, FTO, etc.)
- Basic knowledge on other IP matters (IP aspects in contracts, due diligence in M&A, litigation, trade secrets) as well as expertise in patent searching is a strong plus
- Expertise in valorization of Intellectual assets, like licensing business models & negotiations is a strong plus
- Proven track record to convey difficult IP concepts to non-IP specialists (business, R&D, production profiles) and lead/influence management & executive teams and key stakeholders to take on new approaches to IP
- Strong customer focus and ability to understand business/commercial needs
- Positive attitude, drive and pragmatism & proactive and strong communicator
- Ability to influence and connect people at all levels and disciplines in the organization
- Pragmatic and hands-on approach
- Planning, analytical, prioritizing and organizing abilities
- Multilingual, Fluency in English and Dutch, and French as a plus
- Willingness to constantly learn and improve yourself