

Life Sciences Annual Awards 2019 Award Categories and Criteria

Definition of the “life sciences” sector includes the fields of: human health (medicine, medical technology, pharmaceuticals, health informatics/connected health), biology and biotechnology (including industrial, marine, pharmaceutical, and agricultural biotechnology) and animal health (veterinary, pharmaceuticals).

Definition of a Scottish company/organisation is one which trades and employs staff in Scotland. This could be an established Scottish subsidiary of a multinational or a company with HQ in Scotland. The awards are made to the innovations and successes that originate from the Scottish facility.

Judges will give consideration to the following elements for each application within the individual categories. The judging panel’s decision will be final.

1. Business Leadership (2018)

Presented to a business leader or a management team who has significantly advanced his/her/their Scottish business in the **previous year (November 2017 – November 2018)**

This is open to:

- leaders of **established** businesses that can demonstrate significant growth through financing, partnerships, collaborations, achievement of milestones, growth

The judging panel will give consideration to:

- Level of leadership, ambition and entrepreneurship
- Commercial success (e.g. turnover; deals done; collaborations established, investment raised to date)
- Growth of company - significant activity that has contributed to growth (e.g. specific investment, launch of product, expansion)
- Understanding customers’ needs
- Development of a management team
- Made a difference to the growth of the life science sector in Scotland

2. Rising Stars: Extraordinary Talent (2018)

Presented to a business leader or management team who has significantly advanced his/her/their Scottish business in the **previous year (November 2017 – November 2018)**.

This is open to:

- founders/co-founders of a **start-up or early stage** life sciences business which demonstrates significant potential to become a successful global company as evidenced by customer/market engagement; building a diverse and skilled team; and attracting investment

The judging panel will give consideration to:

- Level of leadership, ambition and entrepreneurship
- Commercial success (e.g. turnover; deals done; collaborations established, investment raised to date)
- Growth of company - significant activity that has contributed to growth (e.g. specific investment, launch of product, expansion)
- Understanding customers' needs
- Development of a management team
- Made a difference to the growth of the life science sector in Scotland

3. Innovation Award

Presented to an individual or organisation that has been responsible for the creation of an innovative technology, product, service or process (e.g. manufacturing process) which has a relevant commercial application. The innovation must have been:

- Developed within the last three years (i.e. since **November 2015**)
- Is at a stage of development where the individual or organisation is able to publicise the innovation
- Has been developed in Scotland

The judging panel will also give consideration to:

- Level of innovation in the technology/product/process
- Potential impact of the technology/product/process to the life science industry

4. Investment of the Year (2018)

Eligible investments must involve companies that are active within the life sciences sector and the investment must have an impact on the company in Scotland. The company can be involved in manufacture, research and development or the provision of services to the life sciences sector. The investment must be significant, closed or if a major contract awarded in the period **November 2017 to November 2018**.

The judging panel will give consideration to:

- Significance of the investment to the company and the impact of the investment in terms of improving the ability of the company to get products or services to market faster
- An investment with an innovative approach or structure to achieve the objectives that is a breakthrough from the sector's historical or traditional transactions
- The impact on the life sciences industry, specifically where it relates to the advancement of technology

5. Rising Stars: High-Growth Company Award (2018)

Presented to a Scottish SME life sciences company from any life sciences sub-sector that has seen significant growth in revenue and profitability through strong organic development during the **previous year (November 2017 – November 2018)**. The winning company will have seen its sales-led strategy produce real results in the

marketplace and, most importantly, it will have a robust development strategy in place to build on current successes in the years ahead.

The judging panel will give consideration to:

- Significant growth and innovation in the company's market sector
- Sound, innovative thinking in its planning and operational management
- An excellent understanding of the market and customers' needs
- The ability to recognise and act upon new opportunities
- Evidence of achievement and performance that makes the business stand out from its competitors

6. Innovative Collaboration Award

Presented to Scottish partners who have engaged in a successful collaboration involving at least one industry partner that has achieved a significant potential commercial outcome through a new or improved technology, product or service.

The judging panel will give consideration to:

- Involvement of a company located at a site in Scotland (required)
- The nature of the collaboration and the activity undertaken across the partners
- Value created/progress towards commercial success as a result of the collaboration
- Degree of innovation demonstrated by the collaborative work
- Potential impact of the technology/product/process to the life science industry – market applications and market implementation
- The collaboration should have taken place in the last two years (**November 2016 – November 2018**)

7. Outstanding Skills Development Award

This award recognises a team or collective leadership group based in Scotland that has displayed excellence in promoting skills development across the company or teams or operational units within it. Evidence of a significant and sustainable contribution in increasing skills and the positive business outcomes achieved as a result should be demonstrated.

This could include:

- Embedding good practices in determining evolving development needs and real innovation in addressing them
- Ensuring that learning is widely available within the organisation to develop a culture of learning and the dissemination of good practice
- Investing in people to build the right balance of capability, talent and experience to be effective now and in the future
- Creating competency-based career progression structures to ensure visibility of skills (both technical and soft skills) and behaviours needed to progress within the organisation and encouraging employee engagement in their own career development
- Through the use of training needs analysis or similar appraisal processes, identify individual and team skills needs

The training and development provided should encompass all or some of the following areas:

- Leadership/Management Development
- Supervisory Skills
- Technical Skills
- Scientific/Laboratory Skills
- Mentoring Skills
- IT / Digital Skills

In addition to the above, it should also include personal and behavioural skills such as:

- Confidence building (e.g. presentation and negotiation skills)
- Enhancing communication skills
- Working as part of a team
- Developing self-management skills
- The ability to plan and achieve targets/goals
- Being able to articulate strengths and weaknesses

The ability to offer a blended approach to training to ensure maximum employee engagement will be important. This should include some or all of the following:

- Formal classroom-based training (in-house or by an external provider)
- Mentoring
- E-learning platforms (especially for refresher training)
- On-the-job training
- External conference attendance
- Day release training*
- Work Based learning e.g. Foundation Apprenticeship, Modern Apprenticeship and Graduate Apprenticeship training*

* leading to a recognised qualification