



Celebrating
Scotland's
Life Sciences
Achievements

A blue-tinted photograph of a prosthetic hand. The hand is white and grey, with a textured surface on the fingers. It is mounted on a white wristband that has the word 'PROBIONIC' written on it in red and black. The background is dark blue.

Award Category Criteria
Scotland's Life Sciences Annual
Awards 2024

Supported by the ILG, Scotland's Life Sciences Awards will recognise and celebrate the outstanding achievements of individuals and teams in the Scottish Life Sciences industry. The programme exists to celebrate achievements and facilitate development and growth within the life sciences sector.

“Scotland's Life Sciences Awards continue to highlight and celebrate the significant contribution of life sciences to society and economic growth, as well as providing a platform for individuals, teams and organisations to share their work and be recognised”.



***Mark Cook, Chair,
Life Sciences ILG***

This sell-out event brings Scotland's Life Sciences community together in a glamorous setting to network and celebrate success. The prestigious awards will recognise outstanding individuals and teams across nine categories. The event honours progress in every aspect of the industry, including outstanding Skills Development, Business Leadership, Innovative Collaboration, and a new, and important addition for 2024; Sustainability.

CATEGORIES

Business Leadership
Rising Stars: Extraordinary Talent
Outstanding Skills Development
Sustainability ***NEW***
Innovation – Pharma services and Drug Discovery
Innovation – Health Technology
Innovation – Animal Health, Agritech and Aquaculture
Innovative Collaboration
Lifetime Achievement Award *[not available to enter]*

KEY DATES

Entries close - Midnight 10 December
Finalists announced - Late January
Scotland's Life Sciences Awards - Thursday 14 March 2024

If you have any questions or would like to enquire about sponsoring. Please contact events@speak.co.uk

BUSINESS LEADERSHIP AWARD

Presented to a business leader or a management team who has significantly advanced their Scottish business in the previous year (ending November 2023). **This is open to: Leaders of established businesses** that can demonstrate significant growth through financing, exporting, partnerships, collaborations, inward investment, and achievement of milestones.

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).
- Growth in global markets through international strategy.
- Investment secured.
- Adoption of digitalisation to enable growth of operations.
- Adoption of any new processes to reduce carbon emissions.
- Understanding customers' needs.
- Development of a management team.
- Made a difference to the growth of the life science sector in Scotland.
- Made a difference to the growth of the life science sector Internationally.

RISING STARS: EXTRAORDINARY TALENT

This award is open to **founders/co-founders/leaders of a start-up or early-stage life sciences business** which demonstrates significant potential to become a successful global company. As evidenced by customer and/or 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).
- Culture of global ambition and international strategy.
- Investment secured.
- Adoption of digitalisation to optimise operations.
- Adoption of new processes to reduce carbon emissions.
- 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.

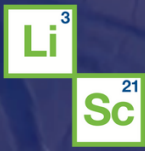
OUTSTANDING SKILLS DEVELOPMENT

Presented to a **company based in Scotland** that has displayed **excellence in promoting skills development**. Evidence of a significant and sustainable contribution in increasing skills and the positive business outcomes achieved as a result should be demonstrated.

This is open to companies responsible for implementing a significant and sustainable contribution in increasing skills within the business and the positive business outcomes as a result.

THE JUDGING PANEL WILL GIVE CONSIDERATION TO:

- 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 degree of innovative implementation of the good practices.
- The sustainable nature of the contribution to increasing skills.
- Potential impact of the innovative skills development implementation to the life science industry.
- Value created in more significant and sustainable skills development methods.



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.

The ability to offer a blended approach to training to ensure maximum employee engagement will be important. This should include some or all 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 (*leading to a recognised qualification*).
- Work Based learning e.g., Foundation Apprenticeship, Modern Apprenticeship and Graduate Apprenticeship training*.

SUSTAINABILITY

This award is open to an **individual or organisation** that has been pursuing sustainable strategies through new innovations and/or improved methods. There should be a clear commitment to long-term impact, employee/colleague engagement and inspiring new ideas and positive change. This can be through – but is not limited to - Digitalisation, Climate Leadership, Collaboration, Reduction, Safeguarding and/or Tracking. The **new innovations and/or improved methods** should have been developed or implemented within Scotland the last three years (i.e., since November 2020) and could include:

- Active tracking and/or management of environmental impacts (eg, spills, hazardous chemicals, pollution/discharges to land, air or water, protection of biodiversity, noise, odour, community engagement).
- Active reduction of Scope 1, Scope 2 or Scope 3 greenhouse gas emissions.
- Evidence of proactive collaboration or partnership working that has influenced ecosystems, communities, or supply chains towards a more sustainable future.
- Effective implementation of digital initiatives that result in safeguarding of natural resources.
- Effective implementation of sustainable waste management procedures and/or energy reduction initiatives and/or use of renewable energy.

THE JUDGING PANEL WILL GIVE CONSIDERATION TO:

- Examples of environmental and/or social sustainability.
- Evidence of contribution towards one or more United Nations Sustainable Development Goals.
- Level of innovation in the new/improved technology, product, process, service.
- The potential impact of the new/improved technology, product, process, service to the sustainability of the life science industry.
- The potential impact of the new/improved technology, product, process, service to the sustainability of the wider community and/or patient pathways.
- The ability to change in size and scale.

INNOVATION - PHARMA SERVICES AND DRUG DISCOVERY

This award will be presented to organisation that has been responsible for the **creation of an innovative product or service** contributing to the pharmaceutical and drug discovery processes.

The innovative product or service must have been **developed in Scotland within the last three years (i.e. since November 2020)**. Is at a stage of development where the organisation is able to publicise the innovation.

THE JUDGING PANEL WILL GIVE CONSIDERATION TO:

- Level of innovation in the technology/product/process.
- Potential impact of the technology/product/process to the life science industry.
- Ability to change in size and scale.

INNOVATION - HEALTH TECHNOLOGY

This award is open to an **individual or organisation** that has been **responsible for an innovative product or service** within Health Data and Technology field.

The innovative product, or service contribution must have been **developed in Scotland, in the last 3 years (since November 2020)** and is at a stage of development where the organisation can publicise the innovation.

THE JUDGING PANEL WILL GIVE CONSIDERATION TO:

- Level of innovation in the technology/product/service.
- Potential impact of the technology/product/service to the life science industry.
- Ability to change in size and scale.
- Use of data in the innovation.

INNOVATION - ANIMAL HEALTH, AGRITECH AND AQUACULTURE

This award is open to an **individual or organisation** that has been **responsible for an innovative product or service** within Animal Health, Agritech and Aquaculture.

The innovative product, or service contribution must have been **developed in Scotland, in the last 3 years (since November 2020)** and is at a stage of development where the organisation can publicise the innovation.

THE JUDGING PANEL WILL GIVE CONSIDERATION TO:

- Level of innovation in the technology/product/service.
- Potential impact of the technology/product/service to the life science industry.
- Ability to change in size and scale.

INNOVATION COLLABORATION

This award is open to Scottish partners who have engaged in a **successful collaboration across industry, academia and/or healthcare involving at least one industry partner** that has achieved a significant potential commercial outcome through a new or improved technology, product, or service.

The collaborations must have **taken place in the last three years** (November 2020 – November 2023). Only entries with involvement of a company located at a site in Scotland will be considered.

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 three years (November 2020 – November 2023).