



Scotland's  
Life  
Sciences  
Awards

Awards Categories & Criteria  
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Scotland's Life Sciences  
Conference & Awards



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.



Mark Cook, Chair,  
Life Sciences ILG

*« For 25 years, Scotland's Life Sciences Awards Dinner has highlighted Scotland's ever-expanding footprint in Life Sciences. This event continues to celebrate the continued economic growth, medical research, and innovative contributions of the Life Sciences industry. »*

*This year, with a conference, the event will provide a platform for discussing research and development, finance & investment, regulatory reform to streamline approval processes, and collaboration between public and private sectors. These factors are central to the economic growth and healthcare improvements both in Scotland and globally via exports. »*

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 2025; Global Export Impact.

## Categories

Business Leadership  
Rising Stars: Extraordinary Talent  
Outstanding Skills Development  
Innovation - Pharma services and Drug Discovery  
Innovation - Health Technology

Innovation - Animal Health, Agritech and Aquaculture  
Innovation Collaboration  
Global Export Impact  
Lifetime Achievement Award

## Key dates

**Entries close - December 6<sup>th</sup>**

**Finalists announced - Late January**

**Scotland's Life Sciences Awards - Thursday 13<sup>th</sup> March 2025**

If you have any questions or would like to enquire about sponsoring. Please contact [jasmine.chambers@speak.co.uk](mailto:jasmine.chambers@speak.co.uk)





### Business Leadership:

Presented to a business leader or a management team who has significantly advanced their Scottish business in the previous year (ending November 2024).

**This is open to: Leaders of established businesses** that can demonstrate significant growth through financing, exporting, partnerships, collaborations, inward investment, and achievement of milestones.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the business leader or a management team behind the growth.
- Include details of their leadership, ambition, or entrepreneurship.

**DEVELOPMENT** can include examples of the items listed below:

- Include details of any commercial success (e.g., turnover; deals done; collaborations established, investment raised to date)
- Highlight company growth or significant contributory activity (e.g., specific investment, launch of product, expansion)
- Give details of any growth in global markets through international strategy, where relevant.
- Include details of any Investment secured.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the advancements.
- Provide details of any digitalisation that enabled growth of operations.
- Provide details of any new processes to reduce carbon emissions

**EXECUTION AND RESULTS** can include examples of the items listed below:

- Did the leader or management team show an understanding of customers' needs.
- Throughout this process how was the management team developed?
- Did the leader or management team make a difference to the growth of the life science sector in Scotland?
- Did the leader or management team make a difference to the growth of the life science sector Internationally





### **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.
- Influence of embedding sustainability goals across an organisation.
- Evidence of demonstrating leadership in sustainability within an organisation





### 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.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the **founder, co-founder or leader** of the **early-stage life sciences business/start-up**.
- Give details of their leadership, ambition, or entrepreneurship.

**DEVELOPMENT** can include examples of the items listed below:

- Include details of any commercial success (e.g., turnover; deals done; collaborations established, investment raised to date)
- Highlight company growth or significant contributory activity (e.g., specific investment, launch of product, expansion) and the role the business leader or management team played.
- Give details of any growth, or ambition for growth in global markets through international strategy, where relevant.
- Include details of any Investment secured where relevant.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the engagement.
- Provide details of any digitalisation that enabled growth of operations.
- Provide details of any new processes to reduce carbon emissions.

**EXECUTION AND RESULTS** can include examples of the items listed below:

- Did the founder, co-founder, leader, or management team show an understanding of customers' needs.
- Throughout this process how was the management team developed?
- Did the founder, co-founder, leader or management team make a difference to the growth of the life science sector in Scotland and/or internationally?
- Did the founder, co-founder, leader, or management team activities make a difference to the growth of the company? (e.g., specific investment; launch of product, expansion).





### **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.
- Evidence of the individual leading sustainable change in an organisation.





## 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.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the **training programme, initiatives, cultural elements, leadership or management development** within the **company** which increases skills and positive business outcomes.
- Detail the areas which the training and development encompasses (e.g. leadership/management development, supervisory skills, technical skills, scientific/laboratory skills, mentoring skills, IT / digital skills)

**DEVELOPMENT** can include examples of the items listed below:

- Detail any commercial success/positive business outcomes the skills development provides where relevant.
- Give details of a blended approach to training to ensure maximum employee engagement for example. Refer to the list on page 1 where relevant.
- Detail the investment in people made to the right balance of capability, talent and experience to be effective now and in the future.
- Give detail of any competency-based career progression structures to ensure visibility of skills (both technical and soft skills) and behaviours needed to progress within the organisation an encouraging employee engagement in their own career development where relevant.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the advancements.
- Provide details of any potential impact of the technology/product/process to the life sciences sector.
- Give detail of the technology/product/process ability to change in size and scale.
- Focus on the good practices and innovative elements of developing it where relevant.
- Detail the potential impact of the training and development to the business and/or to the life sciences sector.
- Provide details and evidence of the training and development programme/culture ability to change in size and scale.



**EXECUTION AND RESULTS** can include examples of the items listed below:

- Clearly outline the result of the training and development implemented.
- Give evidence of the training and development specifically helping employees/business process.
- Describe how this may change the sector (e.g., development of techniques/standards, growth of life sciences sector within Scotland and/or internationally).
- Highlight the result the training and development had on employee engagement.
- Give detail on the training needs analysis or similar appraisal processes, include individual and team skills needs where relevant.

### **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.
- Evidence in promoting skills needed for delivering sustainable medicines and technologies.





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.





## Innovation - Pharma Services & 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 2021)**. Is at a stage of development where the organisation is able to publicise the innovation.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the **innovation** of the **product or service contribution** to the **pharmaceuticals industry**.
- Give details of what stage of development the innovation is at – for example, is it ready to be publicised by the organisation?
- Has the innovation been developed within the last 3 years (since Nov 2021) in Scotland?

**DEVELOPMENT** can include examples of the items listed below:

- Identify any commercial success the developed innovation provides.
- Describe the problem the innovation solves/helps to solve.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the advancements.
- Provide details of any potential impact the technology/product/process to the life sciences sector.
- Provide details of the technology/product/process ability to change in size and scale where relevant

**EXECUTION AND RESULTS** can include examples of the items listed below:

- Describe how the innovation helps the pharma and drug discovery field.
- Describe how this may change the sector (e.g., development of techniques/standards, breakthrough drugs, growth of life sciences sector within Scotland and/or internationally) where relevant.
- Highlight the result the product or service has had on the company/process/sector.

### 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
- Evidence of delivering sustainable manufacturing processes or technologies



## 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 2021)** and is at a stage of development where the organisation can publicise the innovation.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Identify the **innovation** of the **product or service contribution** to the **health data and technology field**.
- Give details of what stage of development the innovation is at – for example, is it ready to be publicised by the organisation?
- Has the innovation been developed within the last 3 years (since November 2021) in Scotland?

**DEVELOPMENT** can include examples of the items listed below:

- Identify any commercial success the developed innovation provides.
- Describe the problem the innovation solves/helps to solve.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the advancements.
- Provide details of any potential impact the technology/product/process to the life sciences sector.
- Provide details of the technology/product/process ability to change in size and scale where relevant.
- Give details of the used of data in the innovation where relevant.

**EXECUTION AND RESULTS** can include examples of the items listed below:

- Describe how the innovation helps the health data and technology field.
- Describe how this may change the sector (e.g., development of techniques/standards, growth of life sciences sector within Scotland and/or internationally) where relevant.
- Highlight the result the product or service has had on the company/process/sector.





### **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.
- Making advanced data techniques (e.g. artificial intelligence and machine learning) accessible and relevant to manufacturers.
- Evidence of delivering sustainable manufacturing processes or technologies.





### Innovation - Animal health, Agritech & 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 2021)** and is at a stage of development where the organisation can publicise the innovation.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the **innovation of the product or service** contribution to the **Animal Health, Agritech and Aquaculture industry**.
- Give details of what stage of development the innovation is at – for example, is it ready to be publicised by the organisation?
- Has the innovation been developed within the last 3 years (since November 2020) in Scotland?

**DEVELOPMENT** can include examples of the items listed below:

- Identify any commercial success the developed innovation provides.
- Describe the problem the innovation solves/helps to solve.

**INNOVATION** can include examples of the items listed below:

- Focus on the innovative elements of the advancements.
- Provide details of any potential impact the technology/product/process to the life sciences sector.
- Provide details of the technology/product/process ability to change in size and scale where relevant.
- Give details of the used of data in the innovation where relevant.

### 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
- Evidence of delivering sustainable manufacturing processes of technologies





### Innovative 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 2021 – November 2024)**. Only entries with involvement of a company located at a site in Scotland will be considered.

### Guidance:

**BACKGROUND** can include examples of the items listed below:

- Clearly identify the **industry, academic institute, and/or healthcare and industry partner** involved in the collaboration.
- Give detail of the nature of the collaboration and the activity undertaken across the partners
- Clearly identify the innovation of the technology, product, or service.

**DEVELOPMENT** can include examples of the items listed below:

- Include details of any commercial success. (e.g., turnover; deals done; collaborations established, investment raised to date)
- Highlight the potential impact of the technology/product/process to the life science industry – market applications and market implementation.

**INNOVATION** can include examples of the items listed below:

- Provide details of the new or improved technology, product, or service innovation.
- Focus on the innovative elements of the new or improved technology, product, or service.
- Clearly identify the nature of the collaboration
- Clearly identify the activities undertaken by any partners where relevant

**EXECUTION AND RESULTS** can include examples of the items listed below:

- Did the collaboration create value/progress towards commercial success?
- Give detail of the result the collaboration has had on the company/process/sector.
- Link the results back to the innovative product or service as a result of the collaboration and how this may change the sector – where relevant. (e.g., *development of techniques/standards, growth of life sciences sector within Scotland and/or internationally*).





### **The judging panel will give consideration to:**

- Global collaboration as long as one of the partners is located in Scotland.
- 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 2021 – November 2024).
- Evidence of collaboration that resulted in reduction of greenhouse gas emissions or other sustainable outcomes.





### Global Export Impact

This award is open to Scottish companies who have engaged in a **successful export across industry, academia and/or healthcare** that has achieved a significant potential commercial outcome through a new or improved technology, product, or service.

The export product or service must have been **developed in Scotland within the last three years (i.e. since November 2021)**.

### The judging panel will give consideration to:

- Economic contribution made by the export, such as revenue generated, market expansion, or job creation.
- Level of innovation and creativity involved in the export process, product, or service, and how it differentiates from competitors.
- Implementation of sustainable and ethical practices in the production, distribution, and overall lifecycle of the export.
- Adherence to high-quality standards and regulations in the exporting country, ensuring the product or service meets international benchmarks.
- Ability to overcome significant challenges or barriers in the export process, such as regulatory hurdles, logistical issues, or market competition.
- Effective use of / partnering or collaborating with the export support available in Scotland to Life Science companies.
- The long-term sustainability of the export success and the potential for continued growth and impact in the future.







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