



Scotland's
Life
Sciences
Conference
& Awards

Scotland's Life Sciences Conference & Awards

Awards Categories & Criteria

Scotland's Life Sciences Conference & Awards Dinner has become a key gathering for the sector, bringing together leaders from industry, academia, healthcare, government, investment and research to exchange ideas, build connections and explore the opportunities shaping the future of life sciences.

The conference provides a platform for meaningful discussion, knowledge sharing and collaboration, while the Awards Dinner celebrates the exceptional people and organisations whose innovation, ambition, and achievements continue to strengthen Scotland's position as a global leader in life sciences.

By bringing the sector together under one roof, the event showcases the very best of Scotland's life sciences community and reinforces the importance of working together to drive innovation, improve health outcomes and create lasting economic impact.



Mark Cook

Chair, Scotland Life's Sciences ILG

Introduction

The Scotland's Life Sciences Awards celebrate the people, organisations, innovations, and collaborations making a significant contribution to Scotland's life sciences sector.

The 2027 Awards feature nine categories, recognising achievement across business leadership, emerging talent, skills development, innovation, collaboration, sustainability and international growth.

This brochure outlines the eligibility requirements, entry guidance and judging criteria for each category. Entrants should use the guidance provided to demonstrate clearly what has been achieved, the role of the individual or organisation involved, and the measurable impact of that work.

Entries will be submitted via an online portal that can be accessed through our website [here](#). Entries will be reviewed by an independent judging panel made up of experienced leaders from across Scotland's life sciences community. Judges will assess submissions against the criteria set out for each category, with consideration given to evidence of achievement, innovation, impact and results.

We encourage entrants to provide clear, concise examples and supporting evidence wherever possible, ensuring the judges can understand not only what has been achieved, but why it matters to the organisation, the sector and, where relevant, Scotland's wider life sciences community.

If you have any questions about the categories, eligibility or entry process,
please contact Jasmine Chambers, Programme Director,
at Jasmine.chambers@lifesciencesawards.scot



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Key dates

Entries close
18 December 2026

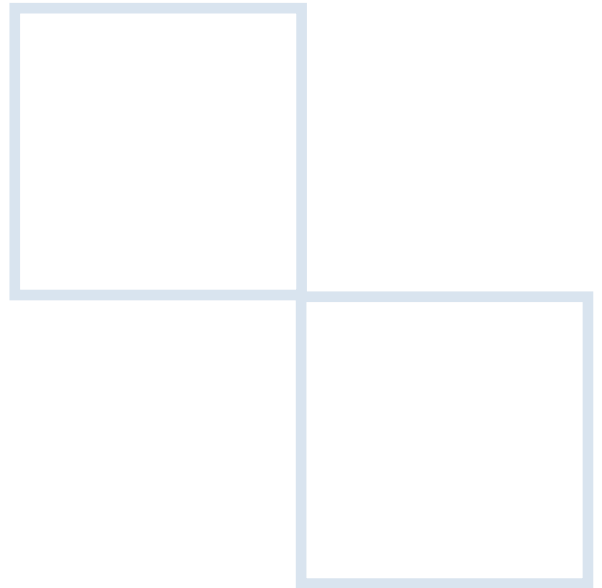
Finalists announced
Late January 2027

Awards Dinner
11 March 2027

Business Leadership:

Presented to a **business leader or management team** that has significantly advanced a Scottish life sciences business during the previous year, ending December 2026.

This award is open to leaders or management teams of established life sciences businesses that can demonstrate significant growth through areas such as financing, exporting, partnerships and collaborations, inward investment, or the achievement of key business milestones.



Guidance:

BACKGROUND - Please provide context on the individual or management team being nominated and the business they lead. This may include:

- Their role in the business and contribution to its growth
- Evidence of leadership, ambition and entrepreneurship
- The business position at the start of the period being assessed

DEVELOPMENT - Please outline the key developments and achievements over the previous year. This may include:

- Commercial success, such as turnover growth, deals secured, collaborations established or investment raised
- Significant business growth, including product launches, expansion or other key milestones
- Growth in international markets, where relevant
- Investment secured and how it has supported the development of the business

INNOVATION - Please explain any innovative approaches that have contributed to the company's progress. This may include:

- New products, services, processes or ways of working
- Digitalisation or technology that has supported growth or improved operations
- New approaches that have reduced carbon emissions or improved sustainability

EXECUTION AND RESULTS - Please demonstrate the impact of the leadership shown and the results achieved. This may include:

- How customer needs have been understood and addressed
- How the wider management team has been developed
- The measurable impact on the growth of the business
- Contribution to the growth of the life sciences sector in Scotland and, where relevant, internationally

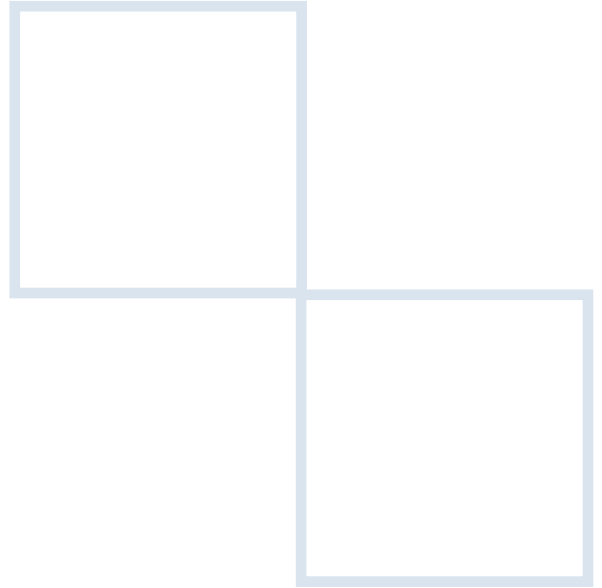
The judging panel will give consideration to:

- The level of leadership, ambition and entrepreneurship demonstrated
- Evidence of commercial success and business growth
- Significant milestones achieved during the judging period
- Investment secured and the impact this has had on the business
- Growth in UK and/or international markets, where relevant
- The use of innovation, digitalisation or new ways of working to support growth
- Evidence of sustainable business practices, including actions to reduce environmental impact or improve long-term sustainability
- Evidence of understanding and responding to customer needs
- Development of the wider management team and organisational capability
- The measurable impact of the leader or management team on the business
- Contribution to the growth and strength of Scotland's life sciences sector

Rising Stars: Extraordinary Talent

This award is open to **founders, co-founders or leaders of a start-up or early-stage** life sciences business that demonstrates significant potential for growth and future international success.

This should be evidenced through areas such as customer and/or market engagement, building a diverse and skilled team, attracting investment and achieving key business milestones.



Guidance:

BACKGROUND - Please provide context on the founder, co-founder or leader being nominated and the early-stage business they lead. This may include:

- Their role in establishing or developing the business
- Evidence of leadership, ambition and entrepreneurship
- The opportunity the business is seeking to address

DEVELOPMENT - Please outline the progress made by the business and the nominee's contribution to that progress. This may include:

- Commercial success, such as turnover, deals secured, collaborations established or investment raised
- Significant business milestones, such as product development, launch, expansion or customer engagement
- Progress towards UK and/or international growth
- Investment secured and how this has supported the business

INNOVATION - Please explain what is innovative about the business, product, service or approach. This may include:

- The innovative elements of the proposition
- Digitalisation or technology that has supported growth or improved operations
- Sustainable approaches or new processes that reduce environmental impact
- The potential for the innovation to scale

EXECUTION AND RESULTS - Please demonstrate the impact of the nominee's leadership and the progress achieved. This may include:

- Evidence of understanding and responding to customer or market needs
- Development of the wider team and organisational capability
- Measurable growth or progress achieved by the business
- Contribution to Scotland's life sciences sector and, where relevant, international markets

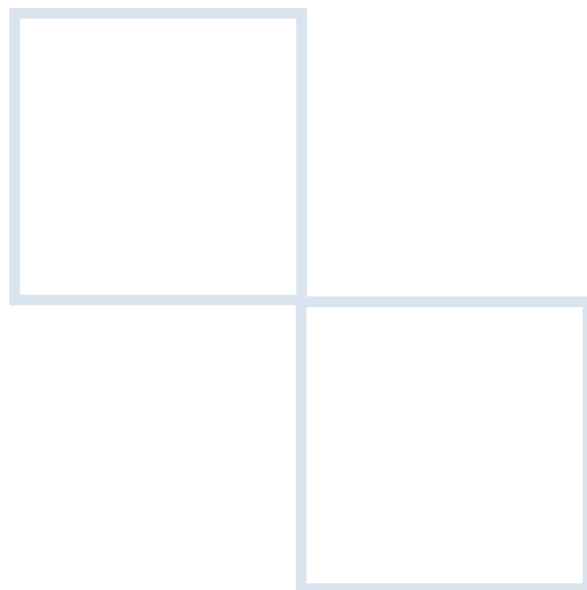
The judging panel will give consideration to:

- The level of leadership, ambition and entrepreneurship demonstrated
- Evidence of commercial traction and business growth
- Progress against key business milestones
- Customer and/or market engagement
- Investment secured and the impact this has had on the business
- The strength and development of the wider team
- The level of innovation demonstrated
- Evidence of sustainable business practices or approaches
- The potential for UK and/or international growth
- The measurable impact of the nominee on the development of the business
- Contribution to the growth and strength of Scotland's life sciences sector

Outstanding Skills Development

This award is open to companies based in Scotland that can **demonstrate excellence in skills development** and a significant, sustainable contribution to building capability within their organisation.

Entries should provide evidence of the positive business outcomes achieved as a result of investment in training, development and workforce capability.



Guidance:

BACKGROUND - Please provide context on the skills development programme, initiative or approach being entered. This may include:

- The training, development or workforce challenge being addressed
- The groups or roles involved
- The areas of development covered, such as leadership, management, technical, scientific, laboratory, mentoring or digital skills
- How the initiative supports the organisation's wider business and workforce needs

DEVELOPMENT - Please explain how the programme or initiative has been developed and implemented. This may include:

- The approach taken to training and development, including blended learning where relevant
- Investment in people, capability, talent and experience
- Career progression or competency frameworks introduced
- How individual and team skills needs have been identified
- How employees have been encouraged to take an active role in their own development

INNOVATION - Please explain what is distinctive or innovative about the approach. This may include:

- New or improved methods of delivering learning and development
- Innovative ways of identifying and responding to changing skills needs
- How the programme can adapt, grow or scale
- Sustainable approaches to workforce development
- The potential for the approach to influence good practice within the wider life sciences sector

EXECUTION AND RESULTS - Please demonstrate the impact of the programme or initiative. This may include:

- Evidence of improved employee capability, performance or engagement
- Positive business outcomes resulting from the development undertaken
- Evidence of career progression, retention or workforce development
- The sustainability and longer-term impact of the initiative
- Contribution to skills development within Scotland's life sciences sector

The judging panel will give consideration to:

- The quality and relevance of the skills development approach
- Evidence that development needs have been clearly identified and addressed
- The level of innovation demonstrated in the programme or initiative
- Accessibility and employee engagement in learning and development
- Investment in building long-term workforce capability
- Evidence of career progression and development opportunities
- Measurable impact on employee capability, performance or engagement
- Positive business outcomes resulting from the initiative
- The sustainability and scalability of the approach
- Evidence of sustainable practices within the delivery or development of the programme
- Potential impact on skills development across Scotland's life sciences sector

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 is open to organisations that have been responsible for the **development of an innovative product or service** that contributes to pharmaceutical services and/or drug discovery.

The innovation **must have been developed in Scotland within the last three years** and be at a stage of development where the organisation is able to publicise and demonstrate its impact or potential.



Guidance:

BACKGROUND - Please provide context on the product, service or innovation being entered. This may include:

- A clear description of the innovation and its relevance to pharmaceutical services and/or drug discovery
- The problem, need or opportunity it is designed to address
- The stage of development reached
- Confirmation that the innovation was developed in Scotland within the eligible period

DEVELOPMENT - Please explain how the innovation has been developed and progressed. This may include:

- Key development milestones achieved
- Commercial progress or market engagement, where relevant
- Partnerships or collaborations that have supported its development
- Evidence of how the innovation addresses an identified sector need or challenge

INNOVATION - Please explain what makes the product, service or approach innovative. This may include:

- The innovative elements of the technology, product, process or service
- How it differs from existing approaches or solutions
- Its potential to improve pharmaceutical services or drug discovery
- Its ability to scale or be applied more widely
- Sustainable approaches incorporated into its development, delivery or future use

EXECUTION AND RESULTS - Please demonstrate the impact or potential impact of the innovation. This may include:

- Evidence of understanding and responding to customer or market needs
- Development of the wider team and organisational capability
- Measurable growth or progress achieved by the business
- Contribution to Scotland's life sciences sector and, where relevant, international markets
- Potential for wider UK and/or international impact

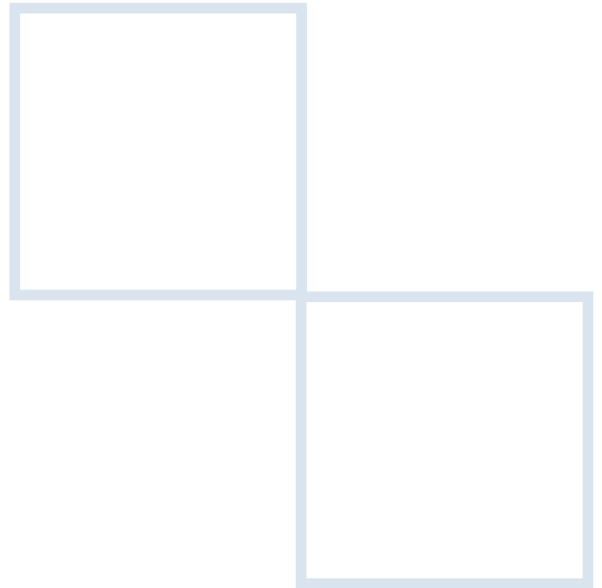
The judging panel will give consideration to:

- The level of innovation demonstrated
- The significance of the problem or opportunity being addressed
- The quality and strength of the product, service, technology or process
- Evidence of progress and development achieved
- Commercial potential or evidence of commercial success, where relevant
- The potential impact on pharmaceutical services and/or drug discovery
- The ability of the innovation to scale or be applied more widely
- Evidence of sustainable practices within the development or delivery of the innovation
- Measurable results or impact achieved to date
- Potential contribution to Scotland's life sciences sector and wider UK and/or international markets

Innovation: Health Technology

This award is open to an **individual or organisation** that has been **responsible for the development of an innovative product or service** within the health data and technology field.

The innovation **must have been developed in Scotland within the last three years** and be at a stage of development where the organisation is able to publicise and demonstrate its impact or potential.



Guidance:

BACKGROUND - Please provide context on the product, service or innovation being entered. This may include:

- A clear description of the innovation and its relevance to health data and technology
- The problem, need or opportunity it is designed to address
- The stage of development reached
- Confirmation that the innovation was developed in Scotland within the eligible period

DEVELOPMENT - Please explain how the innovation has been developed and progressed. This may include:

- Key development milestones achieved
- Commercial progress or market engagement, where relevant
- Partnerships or collaborations that have supported its development
- How data has been used to support the development or application of the innovation
- Evidence of how the innovation responds to an identified healthcare or sector need

INNOVATION - Please explain what makes the product, service or approach innovative. This may include:

- The innovative elements of the technology, product, process or service
- How it differs from existing approaches or solutions
- The use of data, artificial intelligence, machine learning or other advanced techniques, where relevant
- The potential to improve health outcomes, services, efficiency or decision-making
- Its ability to scale or be applied more widely
- Sustainable approaches incorporated into its development, delivery or future use

EXECUTION AND RESULTS - Please demonstrate the impact or potential impact of the innovation. This may include:

- Evidence of results or progress achieved to date
- Impact on patients, healthcare delivery, organisations or the wider sector, where relevant
- The potential to influence techniques, standards or ways of working
- Contribution to the development of Scotland's life sciences sector
- Potential for wider UK and/or international impact

The judging panel will give consideration to:

- The level of innovation demonstrated
- The significance of the problem or opportunity being addressed
- The quality and strength of the product, service, technology or process
- The effective use of data and advanced technologies, where relevant
- Evidence of progress and development achieved
- Commercial potential or evidence of commercial success, where relevant
- Potential impact on health outcomes, services or the wider life sciences sector
- The ability of the innovation to scale or be applied more widely
- Evidence of sustainable practices within the development or delivery of the innovation
- Measurable results or impact achieved to date
- Potential contribution to Scotland's life sciences sector and wider UK and/or international markets

Innovation: Animal Health, Agritech & Aquaculture

This award is open to an **individual or organisation** that has been responsible for the development of an innovative product or service within animal health, agritech and/or aquaculture.

The innovation **must have been developed in Scotland within the last three years** and be at a stage of development where the organisation is able to publicise and demonstrate its impact or potential.



Guidance:

BACKGROUND - Please provide context on the product, service or innovation being entered. This may include:

- A clear description of the innovation and its relevance to animal health, agritech and/or aquaculture
- The problem, need or opportunity it is designed to address
- The stage of development reached
- Confirmation that the innovation was developed in Scotland within the eligible period

DEVELOPMENT - Please explain how the innovation has been developed and progressed. This may include:

- Key development milestones achieved
- Commercial progress or market engagement, where relevant
- Partnerships or collaborations that have supported its development
- Evidence of how the innovation responds to an identified sector challenge or opportunity
- The role of data, technology or new approaches in supporting its development

INNOVATION - Please explain what makes the product, service or approach innovative. This may include:

- The innovative elements of the technology, product, process or service
- How it differs from existing approaches or solutions
- The use of data or digital technologies, where relevant
- Its potential to improve outcomes, efficiency, productivity, health or welfare
- Its ability to scale or be applied more widely
- Sustainable approaches incorporated into its development, delivery or future use

EXECUTION AND RESULTS - Please demonstrate the impact of the innovation. This may include:

- Evidence of results or progress achieved to date
- Commercial, operational, environmental or sector impact, where relevant
- The potential to influence techniques, standards or ways of working
- Contribution to the development of Scotland's life sciences sector
- Potential for wider UK and/or international impact

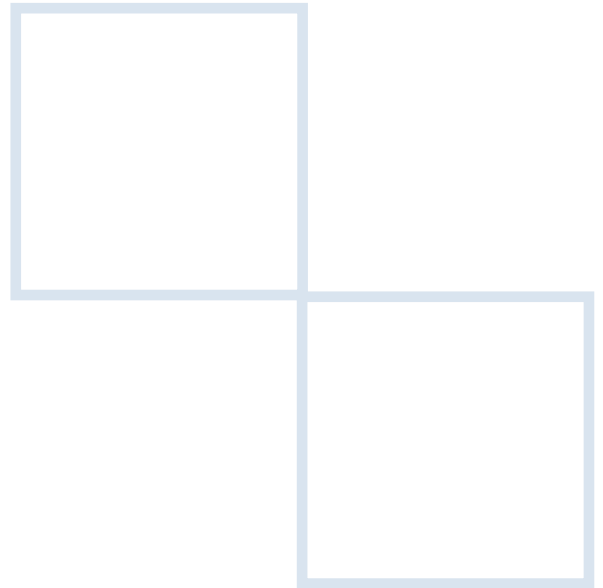
The judging panel will give consideration to:

- The level of innovation demonstrated
- The significance of the problem or opportunity being addressed
- The quality and strength of the product, service, technology or process
- Evidence of progress and development achieved
- Commercial potential or evidence of commercial success, where relevant
- Potential impact on animal health, agritech and/or aquaculture
- The effective use of data or digital technologies, where relevant
- The ability of the innovation to scale or be applied more widely
- Evidence of sustainable practices within the development or delivery of the innovation
- Measurable results or impact achieved to date
- Potential contribution to Scotland's life sciences sector and wider UK and/or international markets

Innovative Collaboration

This award is open to **collaborations involving partners from industry, academia and/or healthcare** that have delivered, or have the potential to deliver, a significant commercial outcome through a new or improved technology, product or service.

The collaboration **must involve at least one industry partner and include a company located in Scotland**. The collaborative activity must have taken place within the last three years.



Guidance:

BACKGROUND - Please provide context on the collaboration being entered. This may include:

- The organisations involved and the role of each partner
- The purpose of the collaboration and the challenge or opportunity it was established to address
- The nature and scope of the collaborative activity
- A clear description of the technology, product or service being developed or improved

DEVELOPMENT - Please explain how the collaboration has been developed and managed. This may include:

- How the partners worked together and the contribution made by each
- Key milestones achieved through the collaboration
- Commercial progress, investment or market engagement, where relevant
- The potential market application or implementation of the technology, product or service
- How the collaboration has created value that could not have been achieved by one partner alone

INNOVATION - Please explain what is innovative about both the outcome and the collaborative approach. This may include:

- The innovative elements of the new or improved technology, product or service
- How the collaboration enabled or accelerated innovation
- New approaches to partnership working or knowledge exchange
- Sustainable approaches incorporated into the collaboration or its outcomes
- The potential for the innovation or collaborative model to be applied more widely

EXECUTION AND RESULTS - Please demonstrate the impact of the innovation. This may include:

- Evidence of progress towards commercial success
- Measurable results or outcomes achieved to date
- The impact on the organisations, partners or wider sector
- The potential to influence techniques, standards or ways of working
- Contribution to Scotland's life sciences sector and, where relevant, wider UK and/or international markets

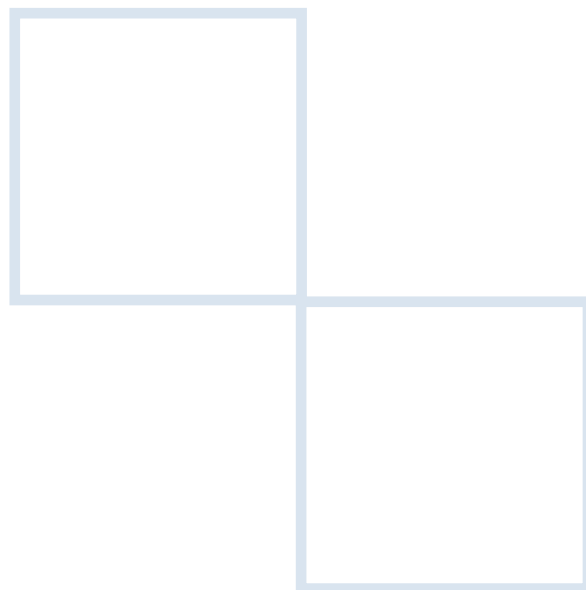
The judging panel will give consideration to:

- The strength and quality of the collaboration
- The clarity of each partner's role and contribution
- Evidence that the collaboration created value beyond what the partners could have achieved independently
- The level of innovation demonstrated
- Progress towards commercial success
- The potential market application and impact of the resulting technology, product or service
- Evidence of effective knowledge exchange or partnership working
- Evidence of sustainable practices within the collaboration or resulting innovation
- Measurable results or outcomes achieved
- The potential for the collaboration or its outcomes to scale or be replicated
- Contribution to the growth and strength of Scotland's life sciences sector

Sustainability

This award is open to an **individual or organisation** that has developed or implemented **innovative and sustainable practices within Scotland** that demonstrate a clear commitment to long-term environmental, social and organisational impact.

Entries may relate to areas such as climate leadership, resource efficiency, digitalisation, collaboration, emissions reduction, waste management, renewable energy, biodiversity, community impact or other initiatives that contribute to a more sustainable life sciences sector.



Guidance:

BACKGROUND - Please provide context on the sustainability initiative, innovation or approach being entered. This may include:

- The environmental, social or operational challenge being addressed
- The reasons the initiative was introduced
- The organisations, teams or stakeholders involved
- The scope of the activity and where it has been implemented

DEVELOPMENT - Please explain how the initiative or approach was developed and implemented. This may include:

- The steps taken to introduce or improve sustainable practices
- Collaboration or partnership working involved
- How employees, colleagues, suppliers or communities were engaged
- The use of data, measurement or reporting to support the initiative
- Investment or resources committed to its delivery

INNOVATION - Please explain what is innovative or distinctive about the approach. This may include:

- New or improved technologies, processes, products, services or ways of working
- Digital initiatives that have improved efficiency or reduced environmental impact
- New approaches to resource use, waste management, energy consumption or emissions reduction
- How the initiative could be scaled, replicated or applied more widely
- Alignment with recognised sustainability goals or frameworks, where relevant

EXECUTION AND RESULTS - Please demonstrate the impact of the initiative. This may include:

- Measurable environmental or social outcomes achieved
- Evidence of reduced emissions, waste, resource use or environmental impact
- Operational or business benefits
- Employee, community or stakeholder engagement
- Contribution to wider sustainability within Scotland's life sciences sector
- The long-term sustainability and scalability of the initiative

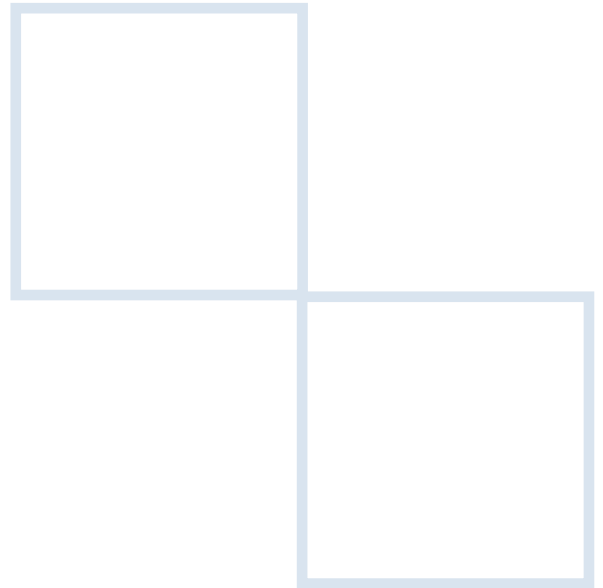
The judging panel will give consideration to:

- The clarity and significance of the sustainability challenge being addressed
- The level of innovation demonstrated
- Evidence of measurable environmental and/or social impact
- Reduction in emissions, resource use, waste or other environmental impacts, where relevant
- Evidence of effective collaboration and stakeholder engagement
- The use of data, measurement and reporting to demonstrate progress
- The sustainability and longevity of the approach
- The ability of the initiative to scale or be replicated
- Contribution to wider sustainability across Scotland's life sciences sector
- Alignment with recognised sustainability goals or best practice, where relevant

Global Export Impact

This award is open to Scottish companies that can **demonstrate significant success** in exporting a life sciences product, service or technology to international markets.

Entries should show **clear commercial impact, market growth and the ability to overcome the challenges** associated with exporting internationally.



Guidance:

BACKGROUND - Please provide context on the company and the product, service or technology being exported. This may include:

- The international market or markets entered
- The opportunity or rationale for entering those markets
- The company's export strategy and ambitions
- The stage the business was at before the export activity began

DEVELOPMENT - Please explain how the export opportunity was developed and delivered. This may include:

- The approach taken to identify and enter international markets
- Partnerships, distributors or other relationships established
- Export support accessed within Scotland, where relevant
- How regulatory, logistical, cultural or market barriers were addressed
- Investment or resources committed to international growth

INNOVATION - Please explain what differentiates the company's export proposition. This may include:

- Innovation within the product, service or technology
- Innovative approaches to market entry, distribution or international growth
- How the offering differentiates from competitors
- Sustainable and ethical practices within production, distribution or the wider export process

EXECUTION AND RESULTS - Please demonstrate the impact of the export activity. This may include:

- Revenue generated through international sales
- Growth in new or existing international markets
- Jobs created or wider economic contribution in Scotland
- Evidence of repeat business, partnerships or sustained market presence
- Successful navigation of regulatory or quality requirements
- The potential for continued international growth

The judging panel will give consideration to:

- Evidence of successful international market entry and growth
- Economic impact, including revenue generated, market expansion or job creation
- The strength and clarity of the company's international strategy
- The level of innovation and differentiation demonstrated
- The ability to overcome regulatory, logistical or market barriers
- Adherence to international quality and regulatory standards
- Effective use of partnerships, collaboration or export support
- Evidence of sustainable and ethical practices within the export process
- The long-term sustainability of the export success
- Potential for continued international growth and wider impact
- Contribution to the strength and international reputation of Scotland's life sciences sector



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