



Hana Kosova

SENIOR EXPERT IN KNOWLEDGE VALORISATION, INNOVATION ECOSYSTEMS ARCHITECTURE, AND POLICY DEVELOPMENT

[Current]

Profile

Over 20 years of international experience. Proven track record in strategic planning, project management, and fostering intersectoral collaboration across academia, industry, and public administration at national and European levels.

Key Expertise Areas:

- Knowledge valorisation strategies and implementation
- Innovation ecosystem development and management
- EU policy support and multilateral cooperation
- Technology transfer and intellectual assets management
- Strategic consultancy for research and innovation systems
- Intersectoral partnerships (academia-industry-government)

Policy and Strategy Development

Extensive experience in strategic planning and policy implementation across various environments (national, regional, EU, UN). Proven expertise in negotiating policy reforms, contributing to legislative development, and implementing complex strategic frameworks.

Knowledge Valorisation and Innovation Ecosystems

Recognized expert in building and managing innovation ecosystems, technology transfer mechanisms, and intersectoral collaboration frameworks. Deep understanding of knowledge valorisation principles and practical implementation at institutional, national, and European levels.

Project and Budget Management

PRINCE2 certified with extensive hands-on experience managing complex projects and budgets. Expertise in EU funding schemes (Horizon Europe, Structural Funds, Phare), venture capital, development cooperation, and public-private partnerships.

International Collaboration and Networking

Extensive network across EU institutions, international organizations (UN, UNDP), academia, industry, and NGOs. Proven diplomat and negotiator with experience representing Czech Republic and leading international professional associations.

Intellectual Assets Management

Expert in IP protection, licensing, contract negotiation, and commercialization strategies. Experience managing complex intellectual assets portfolios and facilitating technology transfer processes.

Leadership and Team Management

Experienced leader with track record of building and managing teams up to 60 people. Skilled in cross-cultural management, stakeholder engagement, and fostering collaborative work environments.

Cross-Sectoral and Interdisciplinary Experience

Extensive cross-sectoral experience spanning academia, public administration (ministries, regional government), international organizations (EU, UN), private sector (consultancy, biotech), and NGOs. Specialized knowledge in biomedicine, biotechnology, and emerging technologies, academic spin-off companies.

WORK EXPERIENCE

Freelance – Prague, Czechia

City: Prague | Country: Czechia

Senior Expert and Independent Consultant

[01/01/2000 – Current]

Providing expert consultancy on knowledge valorisation and innovation ecosystems to multiple national and international organizations, academia, industry, and public administration at national and European levels:

- Technology Agency of the Czech Republic (TAČR)
- ASTP and its EU Committee
- Czech Academy of Sciences (CAS - CETAV)
- Council for Research, Development and Innovation of the Government of the Czech Republic (RVVI) and its Working Group for Transfer
- IOCB Tech Foundation

IOCB Tech – Prague, Czechia

Address: Flemingovo nám 6, 16000 Prague (Czechia) | Website: www.iocbtech.cz | Business or sector: Professional, scientific and technical activities

Public Affairs and Strategic Partnerships Manager

[01/05/2025 – Current]

Identifying and cultivating long-term relationships with biotech, academic, and governmental organizations. Supporting company growth initiatives and facilitating opportunities for new collaborations.

ECORYS Brussels for European Commission – Brussels, Belgium

City: Brussels | Country: Belgium | Website: <https://projects.research-and-innovation.ec.europa.eu/en/statistics/policy-support-facility/mutual-learning-exercise-knowledge-valorisation-focus-skills-intersectoral-cooperation-and-incentive-0>

Link <https://op.europa.eu/en/publication-detail/-/publication/71fc2551-0dbb-11ef-a251-01aa75ed71a1/language-en>

Knowledge Valorisation Mutual Learning Exercise - Independent Expert & Rapporteur

[01/02/2023 – 31/12/2024]

Independent expert for the European Commission's [Mutual Learning Exercise on Knowledge Valorisation](#), focusing on implementation of new Knowledge Valorisation and Intellectual Assets Management Principles:

- Providing expertise on intellectual assets management
- Knowledge management for the entire exercise, report writing and editing
- Designing, leading and moderating workshops and discussions
- Coordinating with other independent experts in pan-European environment

Charles University – Prague, Czechia

Address: Petráská 3, 11000 Prague (Czechia) | Website: www.cppt.cuni.cz | Email address: hana.kosova@ruk.cuni.cz | Name of unit or department: Centre for Knowledge and Technology Transfer of Charles University - Business or sector: Professional, scientific and technical activities

Link <https://www.linkedin.com/company/knowledge-technology-transfer-charles-university>

Director - Technology Transfer Office at Charles University

[01/11/2012 – 28/02/2024]

Key Achievements:

- Built and managed innovation ecosystem at Charles University serving as central contact point for academia-industry collaboration
- Led team of up to 60 people, coordinating strategic planning and budget management
- Co-created Charles University Strategy for Intersectoral Collaboration
- Managed multiple projects including Proof of Concept and pre-seed funding programs
- Established network of innovation scouts across the university
- Member of Extended Rector's Board and Rector's Advisory Council for Commercialisation
- Represented university in national working groups and committees
- Managed intellectual property protection, licensing, and spin-off creation processes

Managing knowledge valorisation and technology transfer activities of Charles University, including IP protection, cultivating relationships with external partners from private and public sector, NGOs from the Czech Republic as well as from abroad.

Leadership of the team of ca 60 persons responsible for providing internal consultancy services, supporting academics and students active in the innovation ecosystem of the university, representing the community in the management structures of the university (the wider collegium of rector), creating links to the national community (in the board of the professional association Transfera.cz) as well as internationally (a vice-president of the international professional association ASTP and a chair of National Associations Advisory Committee).

Responsible for yearly budget EUR 400000, power of attorney for signing contracts within the scope of activities of the Centre. In 2018 co-created a subsidiary company Charles University Innovations Prague (CUIP) which is now the main partner for investors into Charles University spin-offs. Until 2022 member of its supervisory board.

Permanent member of the Council of Commercialisation, project and budget management of proof of concept projects. Since 2020 also responsible for establishing and operation of Kampus Hyberniska as a joint partnership project with the City of Prague as the innovative melting pot for knowledge valorisation and technology transfer, entrepreneurship education and community and cultural activities.

Transfera.cz – Brno, Czechia

Address: Transfera.cz, spolek Žerotínovo náměstí 9, 60177 Brno (Czechia) | **Website:** www.transfera.cz | **Email address:** transf@transfera.cz | **Business or sector:** Professional, scientific and technical activities

Link <https://www.linkedin.com/company/transfera-cz/>

Board Member of Transfera.cz (Czech National Association for Knowledge Transfer)

[01/11/2014 – 31/12/2023]

Key Contributions:

- Contributed to building Czech national innovation ecosystem and mechanisms for knowledge valorisation
- Negotiated with Office of the Government on national reform of knowledge and technology transfer (launched January 2024)
- Represented Transfera.cz in governmental Council for Research and Innovation Transfer Working Group
- Active in Creative Industries National Platform and National Working Group of European Innovation Council

Voluntary position

Management of professional association Transfera.cz.

Founder and responsible for re-structuring of the professional Czech national association for knowledge and technology transfer Transfera.cz, 2015 - 2018 acted as its vice-president, now a board member focusing on international relations, including representing the association in the National Associations Advisory Committee to ASTP at the international level.

ASTP – Leiden, Netherlands

Address: ASTP Stationsweg 28a, 2312AV Leiden (Netherlands) | **Website:** www.astp4kt.eu | **Business or sector:** Professional, scientific and technical activities

Link <https://www.astp4kt.eu/about-us/board>

Vice-President / Board Member of ASTP (Association for Science and Technology Transfer Professionals) - Chair of NAAC (National Associations Advisory Committee)

[01/05/2019 – 31/05/2023]

Leadership Contributions:

- Board member of leading international professional association for knowledge and technology transfer
- Co-led association through COVID-19 pandemic, managing full shift to remote operations without budget impact
- Led international advisory body NAAC, responsible for event design and planning
- Strategic steering and daily operations management of the association
- Continued as active member of ASTP-EU Committee following board tenure

Voluntary position

As of May 2019 elected to become a vice-president of an international association of technology transfer professionals ASTP, responsible for the agenda of community building and later on elected to chair National Associations Advisory Committee.

Managing the community of representatives of knowledge valorisation and technology transfer networks from EU and beyond.

Advocacy of the community interests towards national and EU institutions and other stakeholders, mediating communication between EU officers and the community during stakeholder consultation for the new guiding principles on knowledge valorisation and the relevant codes of practice.

Charles University – Prague, Czechia

City: Prague | **Country:** Czechia

Project Manager - Pre-seed Activities of Charles University

[01/11/2012 – 11/2018]

Overall project management of pre-seed activities of Charles University (EU funded project) knowledge and technology transfer (in the fields of biomedicine and biotechnology) intellectual property rights protection funding for research and development, innovation, links between university and business sector.

 **Charles University Innovations Prague LLC – Prague, Czechia**

City: Prague | Country: Czechia

Supervisory Board Member Charles University Innovations Prague

[01/07/2018 – 31/03/2022]

Supervisory Board Member of a subsidiary company fully owned by the university: Charles University Innovations Prague legally equipped to finalise commercialisation negotiations on behalf of the university as well as responsible for spin-off creation.

 **Innovations Leadership Agency – Prague, Czechia**

City: Prague | Country: Czechia

Senior Consultant with Innovations Leadership Agency

[01/08/2011 – 31/10/2014]

An independent consultancy and project management role in a private consultancy company Innovation Leadership Agency specialising in innovative projects and knowledge and technology transfer, cooperation with academic partners, project and budget management, consulting funding for research and development, innovation, knowledge and technology transfer.

 **Sue Ryder International NGO – Prague/London, Czechia**

City: Prague/London | Country: Czechia

Programme Manager of Sue Ryder International NGO

[01/05/2010 – 01/08/2011]

managing international development projects in Southern Europe and Africa, strategic management of the NGO, bid and grant applications, collaboration with academic and business partners, international donors

 **self-employed or combination with other employment contracts – various, Czechia**

City: various | Country: Czechia

Freelance Translator & Proofreader, consultancy and project management

[01/01/2000 – Current]

Legal translations and interpretation, proofreading
Independent consultancy services

 **Knowsley Metropolitan Borough Council – Knowsley, United Kingdom**

City: Knowsley | Country: United Kingdom

Programme Support Officer Future Schooling / Building Schools for the Future Programme

[01/02/2008 – 01/05/2010]

Responsible for programme support to large transformation scheme funded from UK's national Building Schools for the Future Programme

Ongoing programme and project management support, regular reporting, preparation of project and programme plans within Future Schooling Programme

Preparation of application in principle (bid submission) to Learning Skills Council for a funding scheme of £30 mil for a new 6th Form College

Line management of a Graduate Development Assistant

 **Ministry of Foreign Affairs, Department for Development Cooperation and Humanitarian Aid – Prague, Czechia**

City: Prague | Country: Czechia

Development and Legal Expert

[01/03/2007 – 31/08/2007]

Responsible for policy issues – preparation of national legislation on development aid and negotiations of framework agreements on cooperation with UN agencies (UNDP, UNICEF, WFP), policy coordination, humanitarian aid.

Draft contracts and policy documents between the Czech Republic and various international organisations prepared and internally approved (both in English and Czech languages), ready for formal approval process and negotiations
Draft legislation on development aid coordination negotiated with stakeholders, preliminary consensus achieved

 **UNDP - United Nations Development Programme – Regional Centre for CIS and the Balkans – Bratislava, Slovakia**

City: Bratislava | Country: Slovakia

Programme Associate to the Czech-UNDP Trust Fund

[01/02/2005 – 31/03/2007]

Fully responsible for coordination, programming and planning, procurement, implementing, monitoring and evaluation of projects financed from the abovementioned fund (budget 800 000 USD/year), drafting Terms of Reference, selection of project partner organisations and consultants, contracting, co-operation with Emerging Donors Initiative within UNDP, government of the Czech Republic as the main donor, other donors (private sector, emerging donors countries, European Commission), presenting the outcomes; member of the EU network within UNDP.

Trust Fund successfully managed, based on effective performance and widely positive feedback the donor agreed to raise annual contributions by 20%

Trust Fund portfolio enlarged, more project partners contracted, more beneficiaries

Development aid partners' network established and strengthened

Trained new Trust Fund Associate

 **Ministry of Foreign Affairs (Section of the EU) – Prague, Czechia**

City: Prague | Country: Czechia

Desk Officer (Diplomat – 3rd Secretary)

[01/09/2002 – 01/02/2005]

Responsible for administration of EU Pre-Accession Aid (programmes Phare, Interreg), Solidarity Fund, Structural Funds and Cohesion Fund, public procurement, financial control, regional policy, co-operation with NGOs; EU development aid

Worked as a team member contributing to the result - the Czech Republic's policy documents on EU funding prepared and successfully approved by European Commission

Prepared for publication information manual for NGOs and private sector how to access EU funding

Several large conferences and meetings organised, archives stored and organised

 **EU Phare Twinning Programme – Prague, Czechia**

City: Prague | Country: Czechia

Project Assistant

[01/09/2000 – 30/09/2002]

Support to projects on Pre-Accession and Structural Funds, Customs and Taxes: editing of "Twinning Newsletter", monitoring of new amendments to legislation, preparing legal analyses, translating, interpreting.

 **various NGOs and international organisations – Czechia**

Country: Czechia

VOLUNTARY WORK

Long-term commitment to civic engagement including founding and leading NGOs, election observation missions for OSCE-ODIHR (Georgia, Moldova), and youth education programs:

- Election observations missions for Organisation for Security and Cooperation in Europe (OSCE-ODIHR) to Georgia, Moldova
- Forest School Camps (UK registered charity) – free-time activities for children, summer camps
- Founder, administrator, team leader of NGO Arachne – free-time activities for students focused on STEM and interdisciplinarity
- Founder of social enterprise Tamtamy LLC - jobs for less-abled persons
- Local electoral committees in the Czech Republic – member, deputy head, head of committee

EDUCATION AND TRAINING

MPA (Master of Public Administration)

Alevia [01/01/2018 – 30/09/2019]

Address: Podélná 24, 32600 Plzeň (Czechia) | Website: www.alevia.cz www.mpa-vvi.cz

Master degree in Law

Charles University [01/09/1995 – 30/06/2002]

Address: Ovocny trh 560/5, 116 36 Prague 1 (Czechia) | Website: www.cuni.cz | Field(s) of study: Business, administration and law: • Law | Final grade: Master | Level in EQF: EQF level 7

General Law including a specialised European Law training by Universite Paris II.

Master degree in English and Czech Language and Literature

Charles University [01/09/1996 – 30/09/2006]

Address: Ovocny trh 560/5, 116 36 Prague 1 (Czechia) | Website: www.cuni.cz | Field(s) of study: Arts and humanities : • Literature and linguistics | Final grade: Master | Level in EQF: EQF level 7

European Diplomatic Academy

European Diplomatic Academy / Ministry of Foreign Affairs of the Czech Republic [2003 – 2004]

Diplomatic Academy

Ministry of Foreign Affairs of the Czech Republic [2003 – 2004]

Address: Diplomatic Academy of MFA Loretanska 180/6, 11801 Prague 1 (Czechia) | Website: https://www.mzv.cz/jnp/en/about_the_ministry/career_in_diplomacy/diplomatic_academy/index.html

PRINCE 2 - Foundation

PRINCE 2 - Practitioner

Personal Security Clearance Certificate - Level: Secret

National Security Authority of the Czech Republic [17/02/2005 – 09/11/2008]

Droit Français Course

Université Panthéon-Assas (Paris II) [01/10/1995 – 30/06/1996]

Field(s) of study: Business, administration and law: • Law

LANGUAGE SKILLS

Mother tongue(s): Czech

Other language(s):

English

LISTENING C2 READING C2 WRITING C2
SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

German

LISTENING A1 READING A1 WRITING A1
SPOKEN PRODUCTION A1 SPOKEN INTERACTION A1

French

LISTENING B2 READING B2 WRITING B1
SPOKEN PRODUCTION A2 SPOKEN INTERACTION A2

Russian

LISTENING C1 READING C2 WRITING B1
SPOKEN PRODUCTION B1 SPOKEN INTERACTION B1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

Microsoft Office / Microsoft Word / Microsoft Powerpoint / Outlook / Microsoft Excel / Google Drive / Google Docs / Zoom / Internet user / Social Media / LinkedIn / MicrosoftTeams

NETWORKS AND MEMBERSHIPS

[01/06/2025 – Current]

EIC Jury member EIC (European Innovation Council) Accelerator Jury Member

Link: https://eic.ec.europa.eu/eic-jury-members_en

[01/06/2023 – Current] Leiden

ASTP-EU Committee Active member of ASTP-EU Committee. This group of volunteers work to drive the conversation with the European Commission and other public bodies involved in the issues surround knowledge transfer issues and opportunities.

Link: <https://astp4kt.eu/community/committees/europe-committee>

[01/06/2018 – 30/04/2022] Prague

Charles University Innovations Prague s.r.o. Member of Supervisory Board of Charles University Subsidiary Company dedicated to technology transfer and commercialisation.

Link: www.cuip.cz

PUBLICATIONS

[2024]

Mutual learning exercise on knowledge valorisation – Focus on skills, intersectoral cooperation and incentive systems – Final report

The report summarises the key findings of the MLE on Knowledge Valorisation – Focus on Skills, Intersectoral Cooperation, and Incentive Systems where 18 countries participated. The main purpose of the MLE has been to provide support to policymakers and key R&I actors and to identify actionable good policy practices and instruments that help implement the Council Recommendation on Guiding Principles for knowledge valorisation, adopted in December 2022. Amongst the many aspects addressed by these Guiding Principles, the MLE focused on five topics: (a) the policy and legal context as well as governance and funding, (b) research talents and skills for knowledge valorisation, (c) the role of intermediaries, (d) the importance of networks and processes, and (e) the concept of intellectual assets management. The report includes policy recommendations together with a policy toolbox and many inspirational examples.

Authors: Kosova, H. (editor) and Vanrie, P. (editor) | **Publisher:** Publications Office of the European Union

European Commission: Directorate-General for Research and Innovation, Kosova, H. and Vanrie, P., Mutual learning exercise on knowledge valorisation – Focus on skills, intersectoral cooperation and incentive systems – Final report

Link: <https://data.europa.eu/doi/10.2777/146102>

[2024]

Intellectual assets management – Mutual learning exercise on knowledge valorisation – Fifth thematic report

The report explains the shift from the traditional approaches of intellectual property protection in research and innovation to the new broader concept of intellectual assets management. It tries to answer the question “What is changing?” and gives recommendations to policymakers. The report starts with the policy and legal background for navigating the intellectual assets management landscape within the framework of knowledge valorisation. It provides different perspectives from different stakeholders’ points of view on intellectual assets management while trying to abandon the strictly individual topic-related “silos” approach. Open approaches to intellectual assets management are discussed together with the challenges of the current geopolitical context.

Authors: Kosova, H. (editor) | **Publisher:** Publications Office of the European Union

European Commission: Directorate-General for Research and Innovation and Kosova, H., Intellectual assets management – Mutual learning exercise on knowledge valorisation – Fifth thematic report

Link: <https://data.europa.eu/doi/10.2777/864282>