

# SYN BEE

## D2.3 LIST OF MENTORS



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## EXECUTIVE SUMMARY

The SYNBEE project aims to boost entrepreneurial education for academia in synthetic biology to boost creation of synbio startups. To support, mentor and guide these young startups, SYNBEE consortium is consolidating a network of highly skilled mentors from the industry.

To reach out to the potential mentors, we have planned :

- a) To directly reach out to recognised market leaders in bioengineering/bioproduction via personal connections
- b) To create a dedicated webpage on the [www.synbee.eu](http://www.synbee.eu) website
- c) To post invitation to participate on social media, primarily LinkedIn
- d) To diffuse information through our respective networks, including corporations, startups, academia, investors, and other relevant organizations

All the mentors will be classified according to their background, expertise and interests. The selected projects will be matched with the mentors accordingly. We will encourage women mentors to join our network as much as possible. We target at least 30% women mentors participation.

By October 2023, we expect to have a preliminary database of mentors, which will continue to grow through new industry partners. We also hope to consolidate a network of SYNBEE alumni, who would become mentors for future cohorts of candidates.



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## INTRODUCTION

The Biocatalyst mentorship network by SYN BEE provides invaluable guidance, fosters collaboration, and accelerates learning for aspiring researchers and entrepreneurs. By connecting experts from diverse backgrounds, it encourages cross-pollination of ideas and a holistic approach to problem-solving. It helps new ideas to take off the ground and scale up. Moreover, it supports start-ups and addresses gender and diversity gaps in the field. Ultimately, this network plays a crucial role in advancing research, innovation, and Europe's position as a global leader in biotechnology and synthetic biology.

### 1. PRELIMINARY PLAN OF MENTORS' "RECRUITMENT"

Our target mentors include individuals with at least 20 years of experience in biotechnology or related spheres, in leadership positions at the following types of organizations:

- transnational corporations,
- other large industry representatives,
- SMEs, esp. startups,
- serial entrepreneurs,
- consulting companies' representatives,
- VCs and business angels,
- regulatory specialists.

The potential mentors will be contacted via different channels (consortium partners' networks, SYN BEE website, social media (Linked'in, Twitter)).

To engage with the mentors, we will communicate the program plan, time commitment, reasons to become a mentor, eligibility conditions, and progressively information about already included program partners. A Flyer to attract potential mentors has been developed by the consortium (Annex 1). The landing page on the SYN BEE website will provide the same information and a link to a form to apply (Annex 2).



## 2. PRELIMINARY PLAN OF STARTUP/TEAM “RECRUITMENT”

Our target participants include:

- Early stage startups in the field of biotech with a focus on synthetic biology,
- Research teams or individuals in universities or research institutions, considering launching a startup.

How we plan to recruit participants:

- SYNBEE project website,
- Social media: organic posts and targeted advertising,
- Consortium networks: there are 3 universities in the consortium, and dozens in the members’ second-grade networks.

A flyer has been developed by the consortium to provide information about the program, time commitment, reasons for applying, and eligibility criteria (Annex 3). The landing page on the SYNBEE website will provide the same information and a link to a form to apply.

## 3. ENROLMENT TIMELINE

1 cohort of startups will enrol by 1.10.2023 and will be assigned 2-3 mentors (representing both scientific excellence and business knowledge) each for the length of the program (October to April/May). Specialised mentoring sessions (regulatory, pitching skills, clinical trial organisation, etc., will be organised during the mentorship program).

In the end of the program a demo day will be organised where mentors and startups will be invited to showcase the teams that were going through the mentorship program.

The second cohort will enrol in September 2024 to finish with a Demo Day in January 2025.

The database of mentors will be continuously updated. The initiative is planned to continue as the Biocatalyst Mentors network after the completion of the current project.

### Administrative considerations

1. Teams and mentors will sign an NDA to protect any sensitive information disclosed during the mentorship meetings.
2. Teams and mentors will sign consent forms to display and distribute information about them on the website and social channels of the organizers.



## 4. PROGRAM

Each team will be assigned a group of 2–3 mentors. The matching will consider the interests and the background of the mentors as well as the requirements of the team. Mentors and the team will meet at least once per month to discuss the progress of the team during 1-1,5 h mentoring sessions. The representative of the SYNBEE project will be present at the meetings to coordinate if needed.

The mentoring sessions will cover the subjects that are relevant to the team and that team is facing problem with. Upon request specialized mentors (regulatory, clinical trial design, IP) will be asked to participate.

## 5. MENTORS DATABASE

### **Database structure**

The database of mentors will be created as an Excel file where all the relevant information about the mentor's background will be included, such as training, professional experience, network, current position (industry, consulting, funding), key topic(s) of interest (energy, health, environment, consumer goods, commodities, etc.). In the database the mentor will be assigned.

The database of mentors will include the following information:

1. Name of the mentor
2. Area of focus/interest/expertise
3. Current position
4. Physical location of the mentor
5. Assigned teams
6. GDPR Consent

### **Progress to date**

The consortium partners have started to share names of collaborators, who could be invited to become SYNBEE mentors. Over 30 potential mentors have been identified so far. The team has started to contact them. We have obtained preliminary agreements from some key market players, such as Genopole, France. Next step would be signature of the administrative documents to engage with the potential mentors.



Table 1\_List of potential mentors

Name	Surname	Organisation	Comments, previous background
Alison	Porter	Hoxton Farms	Lonza, Fujifilm Diosynth Biotechnologies
Katie	Abouzahr	Janssen Pharmaceutical	VP, portfolio development leader for autoantibody at Janssen Pharmaceutical
Stephanie	Wallis	Oxford Biomedica	Kings College (neuro), Bristol U-ty (stem cells, neuro, regenerative medicine), BD at Oxford Biomedica, Reprocell
Christophe	Lanneau	Genopole	Director research and Platforms, Genopole. Sanofi (neurology, cardiology, immunology, rare diseases), GSK investigator, Inserm engineer
Angela	Columbano	Genethon	BD, Principal Sunrise Sanofi, Pfizer research scientist, SmitKline Beecham research scientist
Sara	Holland	Potter Clarkson	IP synbio partner, co-founder WiSB
Claire	Skentelbery	EuropaBio	BD, regulatory
Eartha	MADIBA DIN	Novo Nordisk	BD, head of partnerships Wzfight, Innovation project leader Medicen, program manager iPEPS – ICM, trade advisor/BD USA Business France
Claire	Roudot	Collectis	BD, Biotech dev and alliances – ICM, Sanofi BD & licensing, D&Consultants, New England Biolabs
Marc	Chevalier	IHU LIRYC	Head of bioentrepreneurship at Imagine, Startup program manager at Institut Pasteur
Jeremy	Shears	Shell	Chief Scientist
Will	Wright	Nordic Bioventures	BD, Fundraising. Co-founder and managing partner, DTU Entrepreneurship – industry fellow, Hello Tomorrow curator, iGEM director of entrepreneurship, Accelerace investment manager, bus accelerator, Nordic Mentor network for Entrepreneurs – project officer, co-founder & board member – TychoBio, head of BD Evaxion Biotech, BD EDASK Kruger-Veolia, Global



			marketing Novozymes, data consultant Edinethics
Josephine	Schrøder	Nordic Bioventures	BD, Fundraising. Co-founder, and venture partner, DTU Entrepreneurship – project proposer and team advisor, Co-founder and head of CPHlabs, Symbion community manager, BD associate Nordic Bioscience, CEO and co-founder TychoBio
María	del Mar González Barroso	Repsol	Industrial biotech, CSIC, CNRS
Pearse	Coyle	Deep Tech Seed Fund	Early-stage investment funding, Pyramp Executive Chairman, Signapse board member, Qoitech board member, LIT RED board member
Haya	Hanna	Hummingbird Ventures	Investor, Elaia invest.manager, Xerys investor, Demeter Partners – analyst
Shelby	Newsad	Compound Ventures	Merck KGaA, Hummingbird Ventures, Ahren Innovation Capital, Start Codon.
Anna	Belousova	Sofinnova	Bayer. Industrial biotech strategy, analyst
Alexander	Felman	Felman Family Office	Executive coaching, business consulting
Juozas	Nainys	Atrandi Biosciences	CEO, CSO
Philipp	Baaske	Nanotemper	NanoTemper Technologies CEO, terraplasma board of directors, CEO SAW, LMU
Arturo	Elizondo	EVERY	Board member Forbes, Founding member Newsweek Expert Forum, Person of the Year – NHI.
Mari-Ann	Meigo Fonseca	Gelatex	CEO, COO, business consultant – Tallinn Business Incubators, product development Solhjell Baltic OU, European Innovation Academy – mentors' and team assistant
Arvi	Jöers	Gearbox Biosciences	CEO and co-founder Gearbox, Founder and board member – OU Kaksikheeliks, Un-ty of Tartu, CSO Icosagen
Esben	Nilssen	ShareLab	Managing partner, chairman of board – Karkant fiskehelse, managing partner Giercksky + Nilssen AS, CEO & chairman of the board – Eggely Oncology AS, Idia AS



			chairman of the board, CEO IC Targets, CEO Epitarget AS, EU patent attorney Zacco, Equity analyst biotech – Gjensidige NOR Equities
Cornelis	Mijnders	TU Delft	Tech scout TU Delft, formerly Ginkgo BD, CEO/co-founder Dutch DNA Biotech, BD TNO, owner Mijnders
Joanne	Walter	Fida Bio	Strategic market development, Creator Euroscitech, Strategic applications' development – LenioBio, Dir new BD Icaria Life Sciences, Commercial market Dev. RHY-X, global sales dir. LenioBio, senior consultant – Torres & Partners, Phynexus EU sales Dir., Transgenomic tech analyst
Julio	Martin	EvoEnzyme	CSO EvoEnzyme, Founder Sciengement Lan Consulting, GSK head of kinetoplastids
Kari	Koivuranta	VTT	Principal scientist
Søren	Spanner Bach	Self-employed	CEO life science talent solutions, mentor in Synapse mentorship program, License and strategy professional at Novozymes, patent attorney Hoiberg, BD Biosyntia
Dimitar	Georgiev	Paralax Life Sciences	CEO Paralax, CEO NM genomix, BM TBCCB, CEO SGP Biodynamics Bulgaria, CEO Millray Bulgaria
Ana	Kljuic	Neste L'Oréal	Vice President R&I L'Oréal for the Future & Green Sciences

## 6. APPLICANTS/STARTUPS DATABASE

### **Database structure**

The database of applicants/startups will be created as an Excel file where all the relevant information about the teams will be included:

1. Name of the team/startup,
2. Names of the individuals participating as team members in the mentorship program,
3. Area of focus,
4. Incorporation (yes/no),



5. Funding raised,
6. Bottle necks they face,
7. Physical location of the team,
8. Assigned mentors,
9. GDPR Consent.

### **Next steps**

A webpage on the SYNBEE website will be launched mid-August with a call for candidates. The invitation to apply will be diffused via project and partners' websites and social media.

## 7. SUSTAINABILITY CONSIDERATIONS

The database will be hosted in the secured SYNBEE SharePoint, accessible only for authorised users. The database will be organised in a form of a simple Excel file for internal use of the consortium, who will manually match mentors with candidates/teams.

The mentorship network will be designed to continue its operation after the completion of the SYNBEE project.



## ANNEX 1\_FLYER TO ATTRACT MENTORS

### **Biocatalyst Mentors Network by SYNBBE Call for Mentors!**

The SYNBBE project is aiming to enhance entrepreneurial skills of young synbio professionals across Europe!

SYNBEE is inviting mentors to join the Biocatalyst Mentors Network by SYNBBE (the inaugural Pan-European Biotech Mentors Network), a pioneering initiative focused on biotech and specifically synthetic biology. We believe that your involvement will significantly impact the next generation of biotech entrepreneurs across Europe.

#### **Benefits of Joining:**



#### **Joining Process:**

To become a mentor in the Pan-European Biotech Mentors Network, please complete the form provided by the below QR Code by 30.09.2023. The selection process will ensure the best possible matches for meaningful mentor-mentee relationships. Mentors can refuse to commit if they believe the match is not appropriate or for any other reason.

We are excited about the potential impact this network will have on the biotech landscape in Europe and are thrilled to have you as a potential mentor. Together, we can foster innovation, accelerate growth, and contribute to advancements in synthetic biology.

*If you have any questions or require further information, please do not hesitate to reach out to at [hello@biocatalyst.eu](mailto:hello@biocatalyst.eu). We do look forward to welcoming you to the Biocatalyst Mentors Network by SYNBBE.*



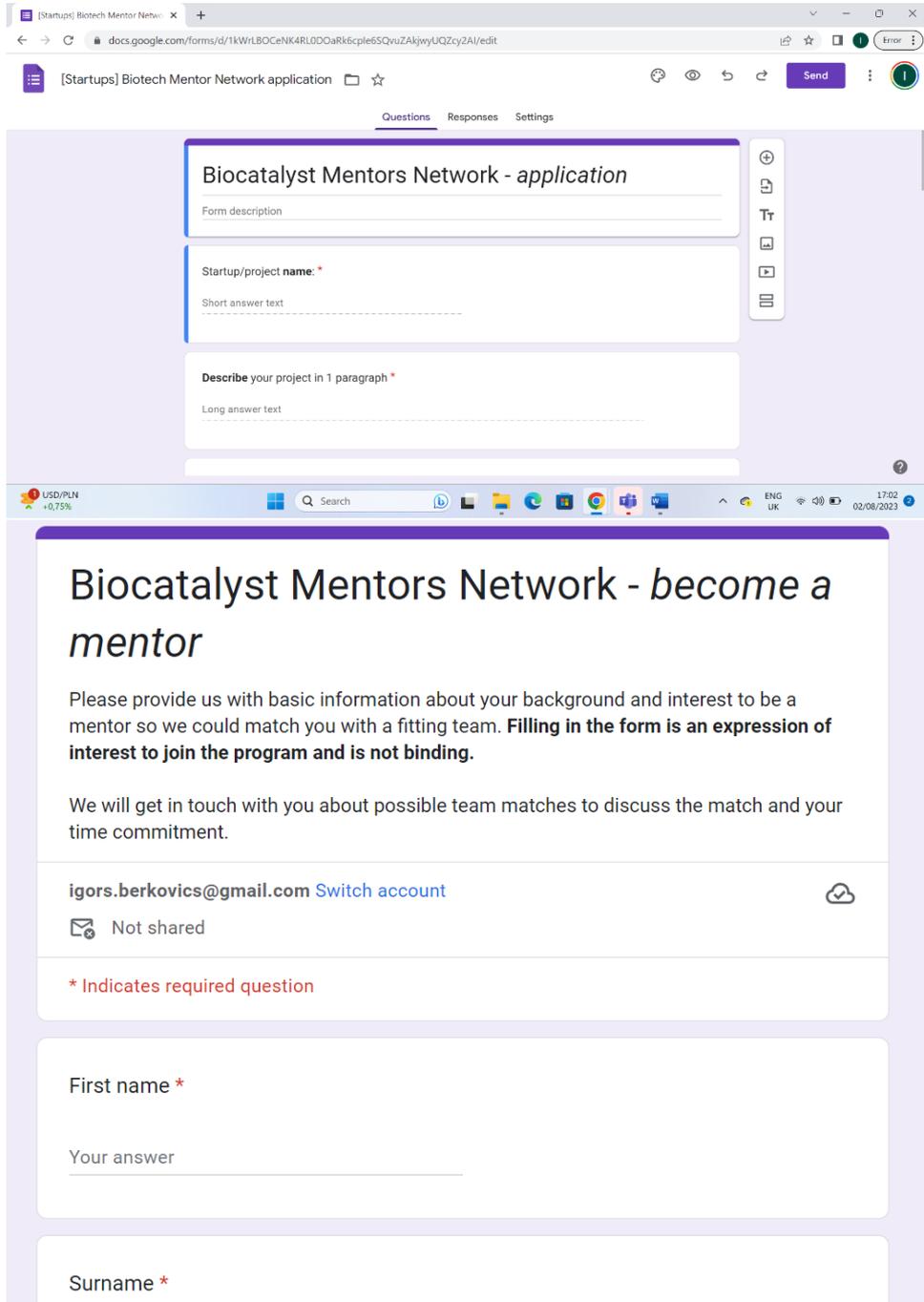
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## ANNEX 2 ONLINE FORM TO FILL-IN BY POTENTIAL MENTORS



The screenshot shows a Google Forms interface for a 'Biocatalyst Mentors Network - application'. The form includes the following sections:

- Form description:** A text area for providing details about the form.
- Startup/project name:** A short answer text field marked with an asterisk (\*).
- Describe your project in 1 paragraph:** A long answer text field marked with an asterisk (\*).

Below the form, the main content area contains the following text:

**Biocatalyst Mentors Network - become a mentor**

Please provide us with basic information about your background and interest to be a mentor so we could match you with a fitting team. **Filling in the form is an expression of interest to join the program and is not binding.**

We will get in touch with you about possible team matches to discuss the match and your time commitment.

**igors.berkovics@gmail.com** [Switch account](#)

Not shared

\* Indicates required question

**First name \***

Your answer

**Surname \***



# ANNEX 3\_FLYER TO ATTRACT STARTUPS AND PROJECTS

### Join the Biocatalyst Mentors Network by SYN BEE: Empowering Your Biotech Startup

The SYN BEE project is aiming to enhance entrepreneurial skills of young synbio professionals across Europe!

The application is open to join the Biocatalyst Mentors Network by SYN BEE (the inaugural Pan-European Biotech Mentors Network), an exceptional opportunity to propel the growth and success of your biotech startup. Through this network you will gain access to invaluable mentorship, collaboration, and recognition within the synthetic biology industry.

#### Benefits of Joining:



Access to Experienced Mentors



Networking and Partnerships



Tailored Mentor-Mentee Matches

Industry Recognition and Visibility



#### Who can join and how to join the program:

- Startups in the field of biotech and specifically synthetic biology (early stage – up to seed)
- Academic teams in the field of biotech and specifically synthetic biology looking to commercialize their research,
- Future founders with biotech startup ideas (students, researchers, etc)

**Program Duration:** Biocatalyst Mentors Network by SYN BEE will commence in October 2023 and culminate with a demo day—an exciting pitching competition and networking event—in Spring 2024. This event serves as a platform for showcasing the progress and achievements of the participating startups, fostering connections, and facilitating networking among mentors and teams.

**Application Deadline:** Please submit your application by September 30th, 2023, using the QR Code below with the application form. Selected teams will be invited for interviews to further evaluate their fit for the program. Following the interviews, dedicated mentor teams will be assigned to each selected startup. These mentors possess the expertise and experience necessary to provide tailored guidance and support.

*If you have any questions or require further information, please do not hesitate to reach out to at [hello@biocatalyst.eu](mailto:hello@biocatalyst.eu). We do look forward to welcoming you to the Biocatalyst Mentors Network by SYN BEE.*



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