

Mr. Ion Gluga

[Please contact me on LinkedIn]

KEY AREAS OF EXPERIENCE & EXPERTISE

- Managing medium to large corporate Intellectual Property/IP Portfolio (e.g. patent, trade mark, industrial design, copyright, trade secrets, commercial contracts and collaborative research agreements, and internet domain names) at all stages throughout the respective IP life cycles;
- Conducting IP infringement searching, assessing IP validity and checking on freedom to operate for opinions to be issued from a medium and long-term perspective;
- Consulting IP and technology licensing, research and development arrangements, commercial contracts, employment matters and product liability claims, tax-related matters (e.g. tax havens and tax rulings with low to no tax on IP-intensive businesses);
- IP audits and strategic portfolio reviews, assessment, dispute resolution to potential IP liabilities;
- Overseeing all corporate business operations for IP management, including product development, strategic planning and marketing, quality control, sales and distribution;
- Providing IP specialist business services to corporate senior-level management and to sales, marketing, and human resources departments;
- Conducting IP factual investigations, research and writing legal memoranda for corporate compliance programs;
- Corporate IP policy, process and procedures review, design, development and implementation;
- Serving corporate IP Committees and Advisory Panels as Secretary;
- Integrating IP activities into marketing and sales corporate strategy and the function of building business partnership;
- Working and dealing with national patent and trade mark offices (Australia and Romania) for created IP pre-filing, filing, examination and prosecution, registration and post-registration stages.

WORK & EMPLOYMENT HISTORY

<i>Intellectual Property Strategic Development Manager</i>	Ainsworth Game Technology Limited	September 2015 – June 2017
<i>Intellectual Property and Development Manager</i>	Western Sydney University	October 2014 – February 2015
<i>Intellectual Property Manager Licensing Officer</i>	University of New South Wales NewSouth Innovations (NSi) & Unisearch	May 2007 – March 2013 August 2000 – December 2002
<i>Intellectual Property and Licensing Manager</i>	University of Technology, Sydney - Research & Innovation Office (RIO)	April 2006 – April 2007
<i>Intellectual Property Officer</i>	Aristocrat Technologies Australia Pty Ltd	January 2003 – March 2006
<i>Administrative Service Officer</i>	IP Australia (former AIPO)	1994 - 1997
<i>Intellectual Property Consultant</i>	Patents Online Pty Ltd (self-employed)	March 2015 – August 2015 April 2013 – September 2014 1998 - 2000

MAJOR ACCOMPLISHMENTS

- Managed medium to large corporate IP portfolio (e.g. patents: 250 to 500 patent families/approx. 1500 to 2000 'live' patent applications and granted patents; trade marks: 3000 to 3500 'live' applications and registered trade marks; licenses and commercial contracts: approx. 700 to 1000; business entities and internet domain names) with an approved annual budgeted between \$1.5 to \$3.0 million;

- Worked for five years in the gaming industry with two global and well-known corporate gaming manufacturers in a fiercely competitive business and very dynamic market, in a highly regulated industry fronting a demanding and complicated compliance landscape, and the most acerbic IP litigation exposure that I was ever standing in my entire professional career by rigorously testing a combination of skills and experience previously gained;
- Capitalised on given opportunities and the faced challenges (e.g. different business models) working for more than a decade with three NSW Australian universities in commercialisation of their IP and transfer technologies, their academics and research students, dedicated professionals with diverse backgrounds, talents, perspectives, cultural identities, and experiences;
- Developed key competencies in providing in-house trade mark prosecution services when dealing directly, on behalf of my employers, with USPTO, IP Australia, EUIPO, WIPO (using Madrid System for international TM);
- Managed diverse external and/or outsourced IP specialist and support professional business services (e.g. Patent and Trade Mark Attorneys, IP Counsels) operating in an increasingly global marketplace;
- Served in the private and the public sector as a self-employed IP consultant for five years which helped me developing a holistic approach to client relationships at the front-end service provided and the ability to give technical and practical advice when required, to offer my clients creative solutions;
- Gained a broad technology transfer and IP commercialisation experience supported by a structured engineering training, undergoing manufacturing activities, product life-cycle development during different stages and complemented by R&D project management capabilities demonstrated over two decades of business support specialised services I delivered;
- Assisted in-multinational complex setting start-up and spin-off businesses on IP portfolio formation , technology transfer and/or foreign acquisition, joint venture or strategic business alliances, royalties for licensing negotiations, greenfield investment, export and transfer pricing.

EDUCATION & PROFESSIONAL DEVELOPMENT HIGHLIGHTS

Bachelor of Engineering (University of Petrosani, Romania), 1980-1985

Certificate in Intellectual Property Management & Administration (Academy of Economics, Science & Technology /CEPECA, Romania), 1988-1989

Short & intensive courses:

Legal Institutions and Contract Law (University of Sydney-Australia), 1998

Small Business Management & Administration (Mission Australia), 1998

Information Technology/Client Support (TAFE Meadowbank College), 2000

Change Management Certification (APMG-International/UXC, Sydney-Australia), 2013

Certificate Advanced Course on Intellectual Property Management (WIPO Academy – distance learning), 2016

Professional Affiliations: Member of the Licensing Executive Society (LESANZ and International) since 2000