

BACKGROUND INFORMATION ON THE FEMBIOBIZ ACCELERATION PROGRAMME

1. FEMBIOBIZ OVERVIEW

1.1 Background

The Southern Africa Network for Biosciences (SANBio), with the support of the BioFISA II Programme, launched the season 2 of the FemBioBiz Acceleration Programme to develop leadership, technological and business skills in female-owned bio-businesses in the SADC region, to support deal-making and business acceleration in the biosciences arena and create a peer to peer network among the local female bio-entrepreneurs.

SANBio is a NEPAD Agency Flagship for collaborative research, development and innovation platform aimed at addressing Southern Africa's challenges in health and nutrition. The Network is comprised of 13 of the Southern Africa Development Community (SADC) Member States and operates on a Regional Hub (the CSIR in South Africa) and Country Nodes model. The current SANBio Member States are Angola, Botswana, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Lesotho, South Africa, Seychelles, Swaziland, Zambia and Zimbabwe.

The BioFISA Programme, a Finnish-Southern African Partnership Programme, is meant to strengthen the NEPAD/SANBio Network. The second phase of the Programme (BioFISA II) commenced in April 2015 and will be implemented until December 2019. The overall goal of the Programme is to strengthen regional collaborative biosciences research and innovation activities in Southern Africa.

The aim of FemBioBiz Season 2 is to create a network of women bioentrepreneurs in the region, provide support to the entrepreneurs for acceleration of their businesses, and by so doing, create awareness for women on the potential careers in the biosciences sector.

FemBioBiz Season 2 will be coordinated in three phases over a period between February – December 2018 (Annex 1) with a local coordinator responsible for delivery in each of the eight participating countries. In Namibia, The National Commission on Research Science & Technology (NCRST) will be coordinating the FemBioBiz Season 2. The first phase is planned to take place in May 2018; the second phase between June and July and the third phase between August and November 2018.

The National Commission on Research, Science and Technology (NCRST) is a State-Owned enterprise established under RST act 23 of 2004 and it is mandated to coordinate and develop Research, Science, Technology and Innovation in Namibia. Health and nutrition is one of the priorities identified by the national stakeholders together with NCRST as part of Namibia's research agenda. A key part of the current strategic plan is to support female entrepreneurship. In addition, Namibia's Fifth National Development Plan stresses the acceleration of health infrastructure development and resource management. This is a developmental goal, were Namibian female entrepreneurs can play a role in advancing their business and at the same time improves the quality of health and nutrition of Namibians.

The NCRST envisages that the FemBioBiz II Programme will contribute to its strategic objective of promoting innovation in the economic and social sector. This objective seeks to support and boost mid and long term innovative products and tools development through knowledge transfer to the entrepreneurial sector. To advance this objective, NCRST have two programmes that support innovation excellences namely the Innovation Challenge and the Innovation Fostering Programme. The Innovation Fostering Programme provides various platforms for co-creation, promote technology-based innovation and entrepreneurship and lastly provides support to innovators through incubation of their businesses. FemBioBiz II aligns well with the programmes.

At the national level, the FemBioBiz II aligns well with the Ministry of Higher Education, Training and Innovation initiative, Student Entrepreneurship Programmes (SEP) where female

participants of this programmes could be matched up with winners of the FemBioBiz II programme to provide mentorship.

For the first phase of the FemBioBiz programme, workshops on entrepreneurial training using the Business Model Canvas and the pitch training will be held over a three-day period. On the last day of the training a pitching competition will be held to select applicants to participate in Phase 2. During Phase 2, two boot-camps (3 days each) and a pitching competition will be held to select the national finalists. The national finalists will be assisted to refine their pitches for the regional competition in Phase 3.

2. AIM OF THE PROGRAMME

Preliminary scoping undertaken in 2017 with the launch of FemBioBiz indicated that in some countries, there is a lack of structure around the specific needs of a biosciences focus on entrepreneurship and mechanisms to address their needs (e.g. access to scientific testing of products, lack of funding, attitude towards the use of technology to grow businesses, lack of knowledge with regards to basic business principles etc.).

Focusing on these factors and establishing (or strengthening) and connecting bioscience focused ecosystems within larger ecosystems around the FemBioBiz Season 2, will support the growth and scaling opportunities for female entrepreneurs.

The purpose of the three-phase programme is to:

- Provide a broad range of female bio-entrepreneurs the opportunity to enhance their skills in Business Model Canvas and Lean Start-up methodology, thus enabling them to look introspectively into their businesses, assisting them in identifying areas of challenge and looking for possible opportunities through a focused and engaged training workshop.

- Cultivate and nurture strategic, supportive relationships between ecosystem players from both the private and public sector, advisory and funding sectors are also critical in providing support to female entrepreneurs.
- Embed capability within local institutions and with local trainers and ecosystem players to provide more support specifically towards female bioscience entrepreneurs.
- Through the pitch training, provide the female entrepreneurs with the necessary skills in being able to identify where they need support in their businesses, as well as the ability to craft their business enterprises and to articulate their entrepreneurial stories and ambitions to an interested audience including key stakeholders from the local entrepreneurial ecosystem.
- Establishing a peer to peer network or platform where female bioscience entrepreneurs can learn from each other in a national network and be exposed to regional contacts.
- Assist the female entrepreneurs to access technical support and services by linking them with mentors, advisors, and experts.
- Provide information on and access to financial support programmes for female entrepreneurs in their countries, in the SADC region and internationally.

3. TARGET AUDIENCE

SANBio/BioFISA II Programme has identified the following target groups working in health and nutrition:

- a) Female bioscience entrepreneurs who have developed or initiated bio-innovations and inventions, e.g. diagnostic kits, nutraceuticals, e-health solutions etc.;
- b) Female bioscience entrepreneurs who are growth oriented (minimum R500 000 turnover);
- c) Female bioscience entrepreneurs who have inclusive innovations targeting the lower end of the pyramid;
- d) Female students in tertiary institutions who have viable innovative and entrepreneurial projects/ideas.

4. EXECUTION: KEY ROLES & RESPONSIBILITIES

In brief the programme will be carried out by the following key implementers:

- Local trainer in each country who will be appointed by the country coordinator and report directly to the country coordinator. The trainer will deliver the training in Phase 1, and the option of delivery of training in Phase 2 and preparing national finalists in Phase 3 will be discussed with the country coordinator based on delivery of Phase 1. b. The Country Coordinator who will conduct all the networking outreach, host the national training ensuring that all logistics will be carried out, as well as marketing and outreach for sponsors. The contract for the local trainer will be managed by the country coordinator.
- BioFISA II Programme Unit (BPU) will work with the country coordinators to define the selection criteria for the four categories of winners, provide oversight in terms of training material selection and course format at high level; oversee the execution of the FemBioBiz II Programme and support the country coordinators; liaise and support the country coordinators in developing the ecosystem; and guide the trainers. The BPU is responsible for delivery of the whole programme whilst working with country coordinators and local trainers; and responsible for the final reporting. The BPU will provide the country coordinators support to effectively raise awareness, reach target audiences and help promote the competition with media partners and focus on promotion of the finalists in each country.

5. BENEFITS TO PARTICIPANTS

The following are the benefits that will be received by the participants

- Incubation 1: 4 Months incubation for all phase II participants
- Incubation 2: Extend incubation for Phase III winners for 4 more months
- Mentorship: Mentorship for Phase I & II winners in different areas of entrepreneurship

- Website development: Website development for all Phase I winners
- Production cost: Development voucher to support business production or service costs for national winners
- Exposure: Strengthening and connecting bioscience focused ecosystems within larger ecosystems around the biosciences

6. TRAINING CONTENT

The suggested content for Phase 1 and Phase 2 is as follows:

Phase	Content overview	Time	Delivery month
1. Phase 1	<p>Pre-engagement</p> <p>1.a. Provision of online resources, open source resources for selected participants</p> <p>1b. One group session - Electronic / Skype/Telecon group sessions with participants in preparation for face to face training</p> <p>1.c. Face to face sessions</p> <p>- 2 days Business Model Canvas and Pitch preparation</p> <p>- Value Proposition - Minimum Viable Product</p> <p>- Customers -customer relationship and marketing channels</p> <p>- Cost structure</p> <p>- Revenue streams</p> <p>- Productivity – Operations and Management- Key activities, key resources, key partners</p> <p>- Investment</p> <p>- Pitch preparation</p> <p>- 1-day Pitch competition</p> <p>- Pitch finalisation and Pitching competition</p> <p>- Evaluation and brief report</p>	<p>0.5 day</p> <p>1 day</p> <p>2 days</p> <p>1 day</p> <p>0.5 day</p>	<p>May 2018</p>
2. Phase 2	<p>2.a. Identify suitable experts/presenters (pro bono) for some of the sessions in the boot camp</p> <p>Ongoing mentoring in June and July</p>	<p>3 days</p>	<p>June 2018</p>

	<p>Outcome: After the training the participants understand the main components (BMC) of their business and able to give a basic pitch to investors/ partners.</p> <p>3-day Face-to-Face Training (Bootcamp 1)</p> <ul style="list-style-type: none"> - Strategy - Market position and messaging/ branding, customer development and channels - Finances – cost structure, fund raising and revenue projections, negotiations and deal making - Pitch preparation and exercises <p>Outcome: After the training participants know of concept of business strategy, can position their business now and in the near future, and have a marketing plan and action plan for customer development. Participants understand their cost structure, revenue composition and be able to interpret their income statement and balance sheet.</p> <p>2.b. 2-day Face to Face Training (Bootcamp 2)</p> <ul style="list-style-type: none"> - IP, Legal and HR - Productivity –operational and organisational management - Finances: financial projections <p>-Pitch preparation</p> <p>Outcome: After the training participants should have understanding how to protect their IPs, what main legal regulation their business needs to comply with and the basics of HR. Participants should also be familiar with concept of productivity and what measures they could take to improve their productivity. After the Phase 2 workshops participants should know well their financials and be able to make financial projections to coming years. Their final pitch should be compelling with convincing facts.</p> <p>1 day – Final pitching to select national winners</p> <ul style="list-style-type: none"> - Pitch finalisation and Pitching competition <p>-Evaluation and brief report to country coordinator</p>	<p>2 days</p> <p>1 day</p> <p>0.5 day</p>	<p>July 2018</p> <p>July 2018</p>
<p>3. Phase 3</p>	<p>Preparation of national winners</p> <ul style="list-style-type: none"> - Pitch preparation <p>Feedback and final report to Country Coordinator</p>	<p>1 day</p> <p>1.5 day</p>	<p>August 2018</p> <p>September 2018</p>

7. ANNEX 1: ALLOCATION OF ROLES & RESPONSIBILITIES FOR FEMBIOBIZ EXECUTION IN COUNTRY

[Abbreviations: CC-Country Coordinator; LT-Local Trainer; BPU= BioFISA II Programme Unit]

Activity	Description	CC	LT	BPU
Recruitment and evaluation CC EOs and selection	Advertisement and selection of Country Coordinators, contracting and management of reporting;			X
Securing sponsorships in country	Identify and seek sponsorships for the prizes and follow on support for the national winners at least R300 000 to be secured to participate in selection phase for country coordinator	X		
Project team composition	Identify members of the team in local country coordinator organisation with regional coordinator, share contact details and expected role/s	X		X
Country coordinator workshop	Hosting of country coordinator half-day workshops to brief country coordinators (one representative per organisation on the programme, roles and responsibilities, conducting of the training and running the programme and management of local trainer			X
Budget preparation	Identify expected costs and draw up a budget (template provided)	X		
Project plan preparation for Phase 1 and Phase 2	Agree on timelines and deadline dates that need to be achieved to coordinate and deliver phase I and phase II training.	X		X
Recruitment of local trainers	Drafting of TOR for local trainers, advertisement and recruitment, interviews and selection	X		X
Advertisement, recruitment of participants in Phase 1	Advertise and screen applicants for Phase 1 in local competitions; use social and traditional media, existing networks for female entrepreneurs, incubators, enterprise development programmes and outreach programmes, universities	X		X
Marketing and media liaison	Organise and draft announcements, prepare guidelines for engaging with media and final approval of media content, assist country coordinators with media for call for applicants, Phase 1 workshop and stakeholder engagement, help country coordinators to identify key print, broadcast and social media channels.	X		X
Training programme content	Prepare training content overview and share training material for Phase 1 and Phase 2.	X		X
Training Phase 1 - programme content – local delivery	Ensure that local trainers are familiar with the training content. Oversee execution and delivery.	X	X	
Training programme execution for Phase	Prepare training content material, format, delivery mode, training exercises and pitch training for Phase 1 and Phase	X	X	

Activity	Description	CC	LT	BPU
1 and Phase 2 (in-country)	2, print training material and other digital resources, print pitching evaluation forms for training. Execute training and assist with delivery of pitching competitions. Provide mentorship for finalists from Phase 1.			
Logistics and delivery of training in Phase 1 and Phase 2	Organise all logistical arrangements and planning for the Phase 1 workshop – (3 days) and Phase 2 (2x 3 days) workshops, opening stakeholder workshop, closing stakeholder workshop, and the pitching competitions for Phase 1 and 2. -Venue and Catering (breaks/ light lunches only), AV and WiFi -Invites for stakeholder workshops -Confirmation letters for applicants -Programme and agenda to be sent via email in advance and printed for the events -Venue set up including workshop venue, training venue and registration table -Post-workshop follow up	X	X	
Phase 2 Training delivery	Sourcing of mentors / experts / guest speakers for sessions in Phase 2 (pro bono)	X	X	
Stakeholder workshops (Phase 1, and final stakeholder workshop Phase 2)	Identify key stakeholders from entrepreneurial ecosystem, send invites and confirmations, draft agendas, invite key speakers and facilitators, record proceedings and next steps.	X		X
Evaluation panel selection	Identify, screen and select evaluators (min. 4) from the ecosystem, provide briefing on the competition beforehand via email or in person, ensure that the evaluators have wide experience in the different categories – need to include business person or entrepreneur, incubator representative, financier and/or sponsor representative, public sector representative if dealing with entrepreneurial support.	X	X	X
Evaluation criteria for selection of finalists in four categories per country in Phase 1 and Phase 2	Define evaluation criteria and guide for evaluators, country coordinators and local trainers in assessment of pitches. Prepare and print evaluation forms and have ready on the day of training (use template provided). Ensure that quality candidates are selected in Phase I in line with guidelines from the regional coordinator and BPU.	X	X	X
Selection of Finalists Phase 1	Provide input into selection process of finalists for next round for training in Phase 2	X		X
Announcement of finalists & winners	Make an announcement in person, in media and on social media channels	X		X
Phase 2 support and preparation of national finalists for Phase 3	Training executed in phase 1 for the selected participants during two workshops (3 days each) and preparation for the Phase 2 pitching and selection of national finalists (one per category)	X	X	X
Preparation of regional finalists for Phase 3	Identification of potential regional pitching competitions for national finalists (regional event). Preparation of finalists for Phase 3 regional competitions as identified for the four categories. Coordination and linkage with partners for bespoke activities aligned to the four categories of finalists.	X	X	X

Activity	Description	CC	LT	BPU
Follow on support for national and regional winners	Country Coordinators should provide sponsorship and other opportunities for the national and regional winners.	X		X
Financial reporting	Consolidate all the invoices within the guidelines of the programme (all invoices to be kept and consolidated).	X		X
Final country report	Capture outcomes, lessons learnt of the training workshops, entrepreneurial support and ecosystem in a report.	X	X	
Final programme report	Consolidation of ecosystem mapping, full programme execution, follow on support and recommendations.			X