



John Innes Centre

Unlocking Nature's Diversity

Appointment brief

Appointment of Director of
Development

November 2023

Our Institute

The John Innes Centre (JIC) is an independent, world-leading centre of excellence in plant science and microbiology located on the Norwich Research Park. Our institute fosters a creative, curiosity-driven approach to fundamental questions in bio-science, with a view to translating that into societal benefits. Over the last 110 years, we have achieved a range of fundamental breakthroughs, resulting in major societal impacts. For every £1 invested in the JIC, £15.29 is generated for the wider economy and our work is expected to contribute £11.2 billion to the global economy over the next decade.

Our Mission and vision

Our mission is 'To generate knowledge of plants and microbes through innovative research, to apply knowledge of nature's diversity to benefit agriculture, the environment, human health and well-being, to train scientists for the future and to engage with policy makers and the public.'

The JIC is at an exciting point in its history, having developed a future vision delivering solutions to global challenges. Healthy Plants, Healthy People, Healthy Planet (HP3) is an ambitious vision to secure a safer, healthier, and more sustainable future through the power of plant and microbial science.

Together with The Sainsbury Lab (TSL), JIC is building a case for capital investment in cutting-edge facilities in their Next Generation Infrastructure (NGI) programme, creating a UK hub for plant and microbial research to supercharge national ability to translate scientific knowledge into practical solutions.

Our successes

JIC is renowned for its fundamental science and our research has led to significant impact, including a number of new crop varieties, technologies, drugs and antibiotics.

In 2017 Thomson Reuters Incites placed JIC, alongside The Sainsbury Lab, with which we have strong collaborations, as the world's leading institutions in plant sciences, based on citations of plant science journal articles and proceedings papers published over the previous decade. In 2022 JIC was ranked among the top ten institutions in the world by patent influence.

Since 2001, JIC has launched fifteen spin out companies, covering a range of fields, including biomedical aspects of vaccine production, development of advanced in-field diagnostic tools to speed up testing for high-profile viral infections and the production of enzymes, substrates and technical support providing the pharmaceutical industry and researchers with tools to screen novel anti-infective and anti-cancer compounds.

BDP/Secchi Smith



Equality, Diversity and Inclusion

The JIC is a vibrant, diverse, multinational research community. We are committed to creating a positive research culture which is fair, welcoming, inclusive and where everyone is treated with dignity and respect. Our international scientific reputation is built on our commitment to excellence, as well as staff training and development, our strengths in publications and research, provision of state-of-the-art research facilities (laboratories, plant growth, field trials, high performance computing, platform technologies), and high performing environment. The JIC attracts international research leaders and the brightest PhD students and postdoctoral fellows, with the potential to be future research leaders.

Our focus on identifying, nurturing, and training future leaders is a primary driver of our scientific effectiveness. We are committed to their development and to an equal opportunities

agenda that encourages all aspects of career development. JIC's commitment to equality is acknowledged by our recently renewed Gold Athena Swan award, which recognises commitment to gender equality in Science, Technology, Engineering, Medicine and Maths, and by becoming a founding signatory to the Technician Commitment.

Funding

The majority of our funding is won in open competition from funding agencies worldwide, with more than 50% coming from UK Government Sources.

UKRI-BBSRC provide a large portion of our funding, in the form of responsive mode and strategic funding for four Institute Strategic Programs (ISPs) that directly address strategic objectives in food security, human health and industrial biotechnology. We also hold grants from [European Research Council](#) and charitable sources.



Our Science

Healthy Plants, Healthy People, Healthy Planet (HP3) is our vision for achieving a safer, healthier and more sustainable future through the power of plant and microbial science.

Healthy Plants: protecting and improving food sources

The challenge that must be overcome in order to solve the food security crisis is complex. We must find a way to increase the yield and nutritional value of crops, while reducing the area of land, volume of water and number of chemicals required to achieve this. Two approaches are central to meeting this challenge: improving disease resistance and increasing yields.

Improving disease resistance in plants has a direct positive impact on yields, as fewer crops are destroyed by damaging pathogens. Advances in genomic sequencing allow us to map not only the genetic make-up of plants, but also that of pathogens. This allows us to identify ways to harness strategic genetic advantages of the plants we aim to protect, boosting immunity to these pathogens.

Advances in genomics will enable a closer understanding of plants and a greater ability to develop revolutionary new varieties of crops that feed more people with fewer inputs. With improved connectivity, enhanced scientific capabilities and closer coordination, we are seeing greater numbers of global collaborations to improve the yields, resilience and nutritional value of wheat, which is second only to rice as a source of calories consumed worldwide.

Healthy People: protecting humanity from disease and unlocking the health benefits of plants and microbes

The ways in which plants interact with microbes in their natural environments provide valuable information that can be harnessed to develop antibiotics, vaccines, and other clinical products to combat existing and emerging threats to human health.

Advanced imaging and genomic sequencing techniques allow us to mine plants for substances that inhibit damaging microbes – such as plant pathogens or even human disease-causing agents. This field has already delivered information and solutions contributing to responses to diseases such as zika virus and polio. The potential to deploy this to other viral threats to human health is vast. New technologies are now allowing us to move from the prescriptive to the predictive – enabling preventative work to neutralise emerging threats before they can become a real danger. The need for these interventions will only grow as climate-induced epidemiological unpredictability increases.

Healthy Planet: harnessing the power of plants and microbes to combat climate change

In recent decades, a near-inverse relationship has developed between the health of the environment and crop outputs. As the latter has improved, the former has declined. Plant and microbial science offer a route to decoupling these trends.

Key to reducing the level of inputs required in agriculture is finding ways to improve the amount of nutrients that plants absorb from their surroundings. By sequencing multiple plant genomes, we are able to alter the effectiveness with which plants assimilate key nutrients such as nitrogen from their surrounding environment. Understanding the relationship between genes inside plants and how they respond to their surroundings will be a pivotal step towards reducing the amount of fossil fuel-based fertilisers, pesticides and fungicides required to grow crops.

An improvement in biodiversity will be a natural consequence of a lower reliance on chemical inputs and more sustainable agriculture. Through greater biodiversity the amount of carbon captured by plants through photosynthesis or absorbed by soil will increase, with a reciprocal reduction in the levels released into the atmosphere.





Welcome

The Salisbury Laboratory
TSL
John Innes Centre

The Role

Purpose of the post

The Director of Development will be leading and delivering a new fundraising function, to build a more diverse financial model for JIC and secure capital and revenue funding support for the JIC/TSL Next Generation Infrastructure (NGI) Project, its HP3 vision and aligned strategic activities.

This role will build on our existing work around our Case for Support and strategic goals and will lead the development of a fundraising strategy and delivery plan.

Main activities and responsibilities

- To build a fundraising capability to deliver the Fundraising Plan focused in particular on Major Philanthropic Giving, Trusts & Foundations, as well as Corporate Partnerships and widening the supporter base through individual and institutional giving
- To lead on the delivery of the completion of the NGI capital funding with a provisional target of £35m
- To agree an effective budget and to deliver realistic and progressive targets in Years One, Two and Three as part of the Fundraising Plan
- To be responsible for achieving income and accelerating the growth of income streams to achieve long term, sustainable income growth.
- Working as part of the Senior Management Team to develop activities and budgets that support the delivery of the organisation's strategic aims.
- To establish a Development Committee and lead the fundraising target setting process
- To work in close collaboration with the Chair of the JIC Governing Council to ensure that engagement with key contacts and the broader reach of the programme are maximised
- To work with the Chair of the Governing Council to recruit a Chair of the Development Committee and a sufficiently broad spread of Committee Members to ensure future success

Establish a new Development function

- To lead the development of a fundraising database and contact relationship management system in line with industry best practice standards
- Manage own portfolio of principal and significant major gift prospects, including developing and implementing strategies for each.
- To monitor the progress of the whole team by way of an effective prospect moves management scheme whose essential reports can be easily and effectively given to NGI Programme Board and the JIC Development Committee
- To implement governance and policies across all fundraising activity in line with the Code of Fundraising Practice, standards set by the Chartered Institute of Fundraising and the Council for Advancement and Support of Engagement, and regulatory requirements
- To be the standard bearer for Development at all public activities within JIC, and in engagement with TSL and partners within the Norwich Research Park

Engaging key stakeholders

- To work with key internal stakeholders to ensure that resources and systems are in place to meet the needs of all aspects of the delivery of the Fundraising Plan
- To work closely alongside the Senior Management Team to embed a culture of fundraising across JIC and TSL
- To work with the JIC, TSL and NGI Communications and Engagement teams to deliver appropriate communications, build the JIC and TSL's profile and enhance our reputation through targeted communications activities aimed at our fundraising audiences
- To forge links with key partners such as UKRI and other institutions on the Norwich Research Park
- To engage as necessary with alumni, local, regional and national stakeholders to ensure that both fundraising messaging and reaching out to potential supporters are optimised

Establishing a Development team

- To define the required roles and resources to deliver the Fundraising Plan
- To line manage and oversee the responsibilities of other key members of the Development team
- To ensure that there is full pipeline of prospects that is developed and augmented, and a prospect research and insight programme to aid this
- To lead all aspects of the Development team to ensure that appropriate forward planning of projects and resources are available to deliver the Fundraising Plan
- To engender a culture of professionalism and delivery of results through providing motivation and excellent management
- To assess the training and professional development needs of members of the Development team, and to ensure that budgetary resources are available for their provision
- To assess the coaching and thought leadership development needs of members of the Governing Council, the Development Committee, Senior Management Team and key leaders within JIC and TSL in order to ensure that the Fundraising Plan is not only understood but actively embraced by all of them
- To work in accordance with the Fundraising Plan and agreed budget with any external consultants as might be needed

Analysis and reporting

- To report as required on all activity to the JIC and TSL Boards, Development Committee, NGI Programme Board and other senior management as required
- To create a regular system of internal reports within the Development Team and also to the Finance department
- Line Management reporting to JIC Chief Operating Officer (NGI Senior Responsible Officer).
- Regular 'dotted line' reporting to the Chair of Governing Council and possibly also the future Chair of a Development Committee around the implementation of the Fundraising Plan
- To ensure that key performance indicators in the Fundraising Plan are met or progress towards them explained, including an annual report of activity and progress



The Person

The successful candidate will have a proven track record of six and seven figure high value fundraising success in a UK and global environment.

- Experience of managing effective external communications around development target in both a UK and global context
- Experience of success in both capital and revenue fundraising
- Experience of working with scientific research and educational charities
- Proven experience of designing and implementing strategic fundraising and supporter engagement programmes and policies that incorporate individual, legacy, foundation, corporate, other stakeholder and other fund sources that have provided the basis for significant income growth, with a track record of success in capital campaigns
- Experience of managing projects and resources: project planning, time management, workload scheduling and budgets
- Proven ability and evident confidence in asking for support personally and face to face for significant sums, either individually or through being part of an institutional team
- Exceptional writing and oral communication skills
- Excellent organisational and critical thinking skills; able to perform complex tasks and prioritise projects
- Excellent interpersonal and people management skills and the ability to interact and work effectively with all elements of the organisation
- Experience of working with senior colleagues within complex organisations.
- Computer literate, comfortable with MS Office tools, familiar with social media platforms
- Familiarity with data protection laws and ability to deal with sensitive information in a confidential manner
- A self-starter, proactive, collaborative, with drive and commitment
- High level of discretion and tact; able to maintain confidentiality
- Strong empathy with the mission of the organisations and their beneficiaries



Terms of appointment

A competitive salary and benefits package is available for the successful candidate.

Whilst ideally Norwich based, a working base outside Norwich is possible. The appointment is likely to require regular travel around the UK, in particular to London, and other prospective supporter and scientific research centres in the UK, and potentially internationally.

Ability to work outside of core hours and at weekends, when necessary.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to JIC on this appointment. Candidates should apply for this role through our website at www.saxbam.com/appointments using code: BAPAPC

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is Wednesday 29th November 2023.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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