



# UK Research and Innovation

## Appointment of Chief Executive Officer

Closing date: Monday 30 September 2024



Saxton Bampfylde

# CONTENTS

1. Introduction from Secretary of State, Science, Innovation and Technology
2. About UK Research and Innovation
3. The role of the Chief Executive Officer
4. Role description
5. Person specification
6. Equality, diversity and inclusion
7. The Seven Principles Underpinning Public Life
8. Conflicts of interest
9. Terms of appointment
10. How to apply



# Introduction from Secretary of State, Science, Innovation and Technology



Dear Candidate,

UK Research and Innovation (UKRI) is at the forefront of driving the nation's research and innovation agenda, playing a pivotal role in the Government's ambition to accelerate knowledge creation, innovation, investment, and productivity across the UK. It has an important role to play internationally as well as nationally. As we embark on this transformative journey, we are seeking an exceptional leader to take on the role of Chief Executive Officer (CEO).

The Department for Science, Innovation and Technology (DSIT) is central to the Government's mission to create knowledge, boost economic growth, transform public services, and improve the lives of our citizens through the power of science and technology. UKRI's world-class research ecosystem is one of our greatest national assets, supporting our brightest researchers, scientists and innovators and maintaining the UK at the cutting-edge of global research, development and deployment and developing the skills and talent needed.

As the new CEO, you will be instrumental in supporting DSIT's role as an economic growth department. You will focus on unlocking productivity gains by fostering research and development, driving innovation, and enhancing the discovery and application of science and technology. As well as ensuring that UKRI supports and enhances the fundamental research needed for the future, your leadership will be crucial in driving research and development for major Government initiatives, including our 5 missions and long-term industrial strategy, removing barriers to growth and building on our strategic advantage.

We are looking for a visionary leader who can lead UKRI through significant organisational changes. UKRI needs to be a light-touch, efficient, agile, and outcome focused organisation capable of deploying a range of funding models through and across its component parts. Supporting empowered, effective and delivery-oriented action, it should be more than the sum of its parts and should focus on outcomes. Your role will involve protecting and enhancing basic, curiosity-driven research as well as improving the rate, quality and scale of development, deployment and adoption of applied research to solve pressing real-world problems.

If you are passionate about the UK's research and innovation landscape and have the drive to lead UKRI in supporting the Government's 5 missions, we invite you to apply for this exciting opportunity.

**Rt Hon Peter Kyle MP**

Secretary of State for Science, Innovation and Technology

# About UK Research and Innovation

UK Research and Innovation (UKRI) is a non-departmental public body sponsored by the Department for Science, Innovation and Technology. We are the largest public funder of research and innovation in the UK, spanning all disciplines and all sectors. We are the engine for the UK as a research and innovation powerhouse, investing £9 billion each year on behalf of the UK Government, leveraging expertise across all disciplines and sectors, and working together with other funders including charities and the private sector. We inspire and enable talented people to push the boundaries of discovery, support innovative businesses to grow and scale, and target solutions to national and global priorities.

We invest in people, places, ideas, innovation and impacts, empowering researchers, innovators and entrepreneurs to turn the many challenges we face into opportunities, driving up prosperity and wellbeing across the UK and globally. We leverage our breadth and depth of knowledge of R&D to harness the full potential of the UK's talent and creativity.

UKRI links together the seven research councils, Innovate UK, and Research England, and works with the funding agencies in Scotland, Wales and Northern Ireland in innovative ways to deliver an ambitious agenda, drawing on our great depth and breadth of expertise and the enormous diversity of our portfolio.

We maintain and champion the creativity and vibrancy of disciplines and sector-specific priorities and communities. Our councils shape and deliver both sectoral and domain-specific support and work together to ensure a fully joined up research and innovation investment portfolio.

Whether through research grants, quality-related block grants from Research England, or grants and wider support for innovative businesses from Innovate UK, we work with our stakeholders and partners to understand the opportunities and requirements of all the different parts of the research and innovation landscape, maintaining the health, breadth and depth of the system.

UKRI is currently made up of nine parts:

- Arts and Humanities Research Council (AHRC)
- Biotechnology and Biological Sciences Research Council (BBSRC)
- Engineering and Physical Sciences Research Council (EPSRC)
- Economic and Social Research Council (ESRC)
- Innovate UK (IUK)
- Medical Research Council (MRC)
- Natural Environment Research Council (NERC)
- Research England (RE)
- Science and Technology Facilities Council (STFC)

We fund people and teams in over 140 universities, 60 institutes and 3,000 companies across the UK, supporting a diverse range of research and innovation environments. Our investments in R&D deliver benefits across the whole of the UK.

# The role of the Chief Executive Officer

This is an unparalleled opportunity to lead the UK's largest public funder of research and innovation. UK Research and Innovation (UKRI) invests £9 billion annually across universities, businesses and national laboratories to advance knowledge and deliver transformative benefits for health, the UK economy, and the environment.

As Chief Executive Officer, you will provide exceptional leadership of UKRI's 8,000 staff across the UK, delivering funding for pioneering research and overseeing cutting-edge national research and development infrastructure. This role is central to nurturing the UK's world-class research base, supporting academic and business innovation, international collaboration and the next generation of major research infrastructure. Successful delivery will have long-lasting impact, driving benefits of research and innovation for the UK and ensuring global reach. You will transform UKRI organisationally for a new era of research and innovation, that is more responsive, diverse and agile ensuring public investment delivers visible benefits to UK citizens for today and the future.

You will lead an organisation currently comprising the seven disciplinary research councils, Research England and Innovate UK. UKRI was founded to ensure that the public funding of research, development and innovation meets the demands of a rapidly moving, increasingly diverse and interdisciplinary landscape, to break down silos and enhance effectiveness.

UKRI plays a unique connecting and strategic role in the UK's research and innovation system. We are seeking an exceptional leader with a deep understanding of the R&D system and an understanding of how to run an organisation comprising different and diverse component funding bodies. You will lead UKRI in building a portfolio of investments with incentives to foster the diverse, connected, and resilient system needed to create transformative discoveries and connect them rapidly to prosperity and public good.

We are looking for an outstanding organisational leader who will ensure UKRI's activity also enhances Government agendas, including its 5 missions, and the emerging DSIT and HMT priorities in data, AI, regulation and technology. You will also help shape the opportunity of ten-year budgets to greatly enhance the stability of research funding, so supporting the most impactful and difficult advances.

You will form highly productive relationships across UK public and private sector and develop pioneering R&D partnerships. You will also work closely with other UK and international funders of research and innovation, including those in the devolved nations.

# Role description

<b>Job title</b>	UKRI Chief Executive Officer
<b>Reports to</b>	UKRI Chair
<b>Based</b>	Swindon/London – with regular travel nationally and internationally

During your tenure as Chief Executive Officer, you will ensure:

- UKRI is an agile and responsive science and innovation funder, meeting current and future global research needs and challenges and contributing to the Government's 5 missions.
- Ensure adoption of rapid, data driven, and results orientated approaches, in part through delivery of UKRI's organisational transformation programmes.
- UKRI focuses on the impact it can have for UK citizens, including through local R&D collaborations, and by nurturing regional clusters of expertise.
- The UK's pipeline for R&D talent remains strong, within an exceptionally competitive global marketplace.
- Effective, long-term partnerships are built with industry and private sector R&D investors to ensure that UKRI's investments both deliver economic benefit and enhance UK productivity.
- The continued broad confidence in UKRI by protecting and enhancing long term basic, curiosity driven research while improving the rate of development and deployment of applied research to solve pressing real world problems in a timely manner.
- A step change in UKRI's engagement with tech focussed company formation and growth, both through the funding and collaborations it has with universities and businesses but also through its own portfolio of Catapults, and cutting-edge institutes and facilities.
- UKRI must ensure that its component funding bodies are effective and empowered to deliver what is required.
- UKRI contributes effectively to the wider Government agendas of national security and resilience.

# Role responsibilities

- As Accounting Officer for UKRI you will be responsible to Parliament for ensuring that a budget of £9bn per annum of public funds is spent in line with Government priorities, achieving value for money and managing the associated risks.
- Lead and manage an expert, innovative and evidence based UKRI in successful pursuit of its objectives, providing the outstanding leadership, drive and vision necessary to deliver the high quality of outputs across the portfolio in support of Government objectives, and ensure that UKRI can support new forms of funding bodies.
- Develop deep and broad relationships with key decision-takers, nationally and internationally, in R&D-intensive businesses and the venture capital community, using every opportunity to attract and grow private sector innovation in the UK, contributing to Government ambitions to accelerate innovation, investment and productivity right across the UK.
- Continue to develop, enhance and grow UKRI's relationship with the academic community across universities, institutes and charities.
- Set the strategic direction for all pan-UKRI services across UKRI, taking an executive role in managing these, and where necessary, implementing swift and effective change throughout the organisation.

- Develop and lead an exceptional executive team, bringing the brightest stars of UK research and business to lead UKRI's Councils, empowering them to drive their domains forward, bringing their sectors to bear on national and global challenges.
- Provide strategic oversight of capital and asset management for UKRI including its significant investments into science and technology infrastructure. In doing so, leverage expertise across UKRI to achieve synergies from acting as a single organisation.
- Promote a collective, sophisticated understanding of the research and innovation landscape through development and maintenance of enhanced analytical capability and research data management systems. This should be coupled to new, open and innovative approaches to funding research and innovation. The organisation should not seek to be homogeneous.
- Work with the UKRI Chair and Board to advise the Secretary of State and Ministers on the case for investment in research and innovation at key decision points including spending reviews and funding allocations to priority areas and ringfences.

## Person Specification

- An inspirational leader from either R&D intensive industries or the university and charitable research sectors, able to energise and empower staff and senior leaders, with a track record of leading one or more large, complex and diverse organisations through successful change, implementing a sustainable culture of continuous improvement.
- Show an understanding of how to run and foster a diverse organisation with multiple components with different needs and objectives.
- The ability to operate effectively in a Government environment, forging relationships, influencing stakeholders, being comfortable in working through ambiguity and making credible, persuasive evidence-based arguments with ministers and other stakeholders.
- A strong communicator able to inspire UKRI staff and build credibility and respect with academic, business and Government communities with empathy, confidence and resilience.
- The ability to deliver transformation of UKRI as an agile and effective organisation and support an internationally regarded science and innovation ecosystem.
- The ability to understand and balance overlapping, competing and sometimes ambiguous priorities and requirements to drive meaningful, practical progress on key research and innovation agendas.
- Prior experience of operating at Board Level or its equivalent.





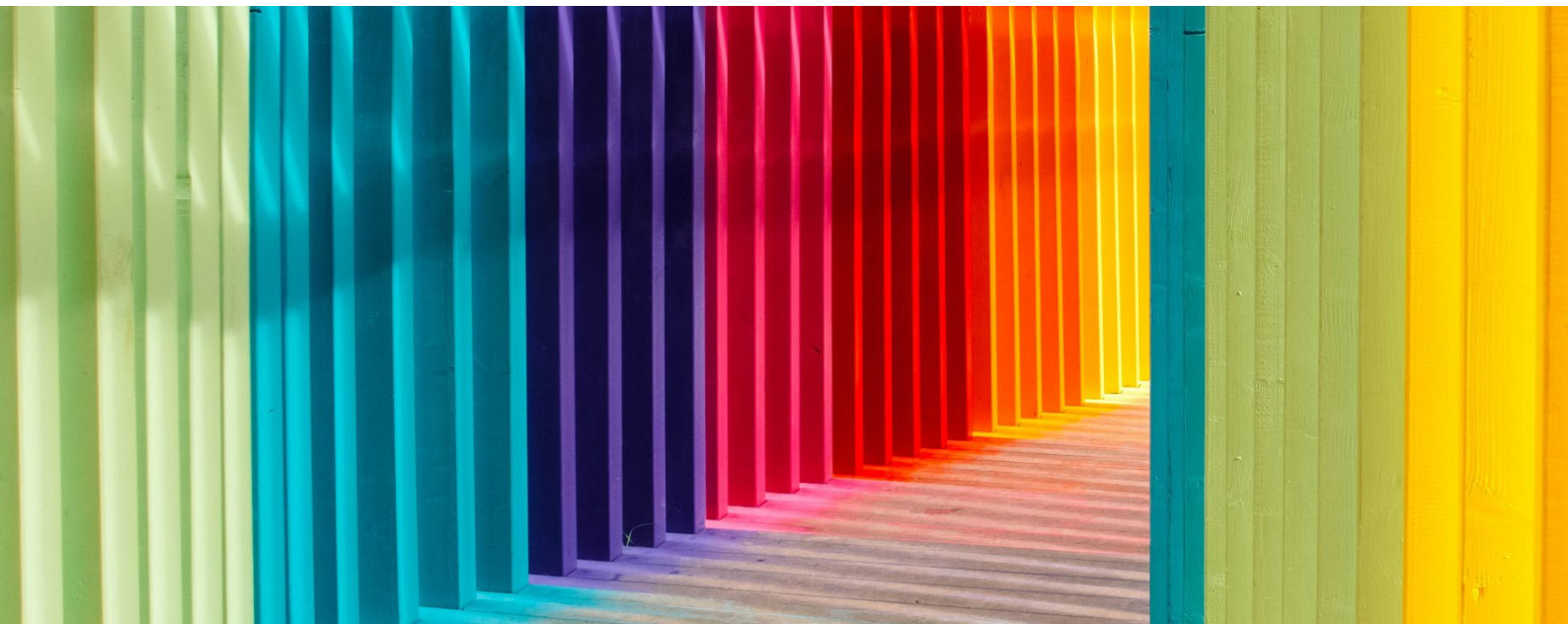
# Equality, diversity and inclusion

Only by recognising and nurturing everyone and introducing diversity into the way we interact can we enrich our lives as creators of knowledge. We can then better understand the world around us and be empowered to tackle the many challenges we face as individuals and as communities, nationally and globally.

A dynamic, diverse and inclusive research and innovation system must be an integral part of UK society, giving everyone the opportunity to participate and to benefit.

Everyone has an important contribution to make – the researchers and innovators, and the wider support system including the technical and administrative support, and those who maintain our infrastructure.

UKRI is a diverse workforce of people. We believe that encouraging these differences and drawing the best from them will create a productive environment in which everyone feels valued, where talents are fully utilised and in which organisational goals are met. Underpinning this is a belief that it is a fundamental right for everyone to be treated equally, with fairness, respect and dignity. UKRI will act directly and use its influence to ensure that this right is promoted and upheld; we welcome applications from all those who meet the criteria set out in our role profiles.





# The Seven Principles Underpinning Public Life

The Seven Principles of Public Life outline the ethical standards those working in the public sector are expected to adhere to. They were first set out by Lord Nolan in 1995 in [the first report of the Committee on Standards in Public Life](#) and they are included in a range of codes of conduct across public life.

All candidates are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service which are:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

Further information on the principles of public life can be found [here](#).

# Conflicts of interest

Public Appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable or political interest that might be material and relevant to the work of the body concerned should be declared.

It is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media. The Panel may explore issues with you before they make a recommendation on the appointment.

As part of UKRI's due diligence checks they will consider anything in the public domain related to your conduct or professional capacity. This will include undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Panel, and they may wish to explore issues with you, should you be invited to interview.

# Terms of appointment

**Appointment Term:** An initial period of 3 - 4 years with the opportunity for reappointment. To be discussed in greater detail at interview.

**Remuneration:** Competitive + an opportunity for performance related pay.

**Time Commitment:** Full time.

**Location:** It is anticipated that the Chief Executive Officer will be predominantly based in UKRI's London and Swindon offices. However, the role will require regular travel around the UK and internationally.

**Nature of Appointment:** This is a Public Appointment by the Secretary of State for Science, Innovation and Technology. The post holder would be an officeholder and an employee of UKRI.

Interviews are expected to take place on **Friday 15 November 2024** and are likely to be in person in London.

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to UKRI on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/jobs](http://www.saxbam.com/jobs) using code **AAI02**.

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

The closing date for applications is **midday on Monday 30 September 2024**.

*\* 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.*

Saxton Bampfylde