



Royal Society of **Biology**

Appointment of

Chief Executive

January 2025

Saxton Bampfylde

Welcome from our President

Thank you for your interest in the role of Chief Executive at the Royal Society of Biology. This is a unique opportunity that offers the chance to shape the future of the biology community in the UK and internationally.

The Royal Society of Biology brings together biologists from every field. We are dedicated to supporting biological science, helping scientists at every stage of their career, and showing the world why biology matters. Our work addresses some of the most important challenges facing society today - from advancing our understanding of health and disease to safeguarding our environment.

Recent years have underscored the critical role biology plays in public health and wellbeing. As climate change and environmental degradation continue to threaten our future, the importance of biological research has never been clearer. Through innovation in medicine, healthcare, nutrition, agriculture, conservation and more, biological research is transforming lives and shaping a more sustainable world.

As our Chief Executive, you will lead a dedicated team, engage with diverse stakeholders, and drive our strategic vision forward, ensuring that the Royal Society of Biology remains at the forefront of scientific discourse and innovation.

You will champion biology's transformative potential by influencing policy, supporting professional development, and creating interconnected networks that amplify scientific impact. From nurturing aspiring students to supporting seasoned researchers and professionals, we are dedicated to cultivating excellence across every stage of a biologist's career.

We are searching for an exceptional individual who can inspire, connect, and transform. Someone who understands that biological sciences are not just an academic discipline, but a critical foundation for addressing global challenges. If you are excited by the potential of biology and want to lead an organisation that makes a difference, we want to hear from you.

Sincerely,

Sir Ian Boyd

President, Royal Society of Biology



A world that values biology's
contribution to understanding
and improving life for all.

Our Vision

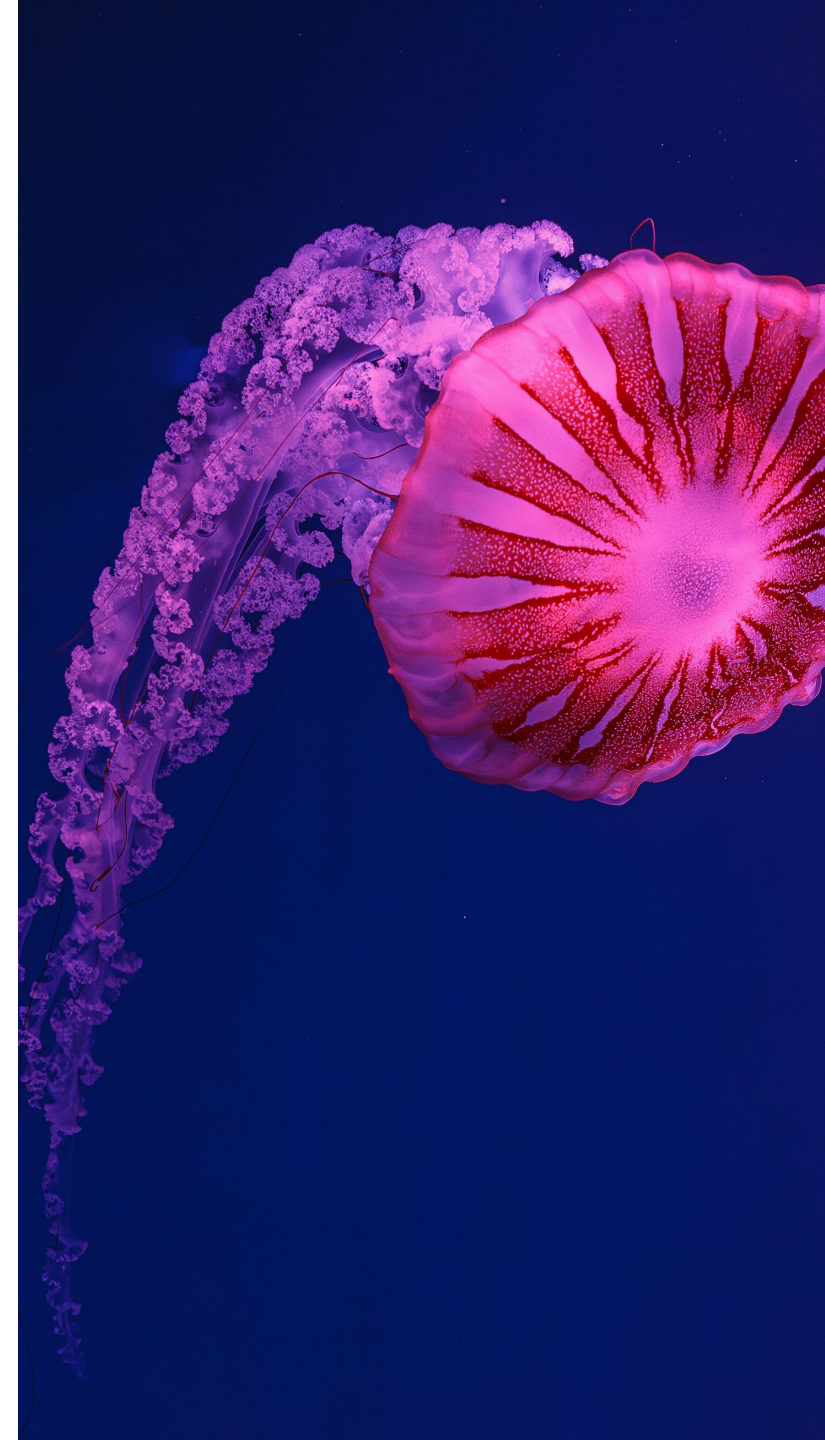
A world that values biology's contribution to understanding and improving life for all.

The Royal Society of Biology is the unified voice for biology.

- **We provide advice** to Government and contribute to policy development.
- **We promote education** and support personal and professional development.
- **We support members** and help to nurture public interest in biology.
- **We represent individuals and organisations** who are passionate about the study and practice of all the sciences of life.

Our Mission

- **Bringing together** the life sciences for public benefit and providing impartial, ethical and evidence-based advice.
- **Raising professional standards** and supporting biologists throughout their careers.
- **Nurturing** public participation in our work.
- **Supporting** the bioscience community and providing events and activities to share and deepen knowledge and understanding.
- **Championing** sustainable practices and responsible stewardship of the natural world.





About the RSB

The Royal Society of Biology is a single unified voice for biology: advising Government and influencing policy; advancing education and professional development; supporting our members and engaging and encouraging public interest in the life sciences. The Society represents a diverse membership of individuals, as well as learned and professional societies, life science businesses, funders, and educators.

Awarded the Royal Charter in 2015, the Society has now grown its membership to 22,000 individual members and 83 member organisations.

Science Policy

The RSB has become a focal point for advice and comment; working closely with supporting organisations to ensure the voice of the biosciences is heard by governments and policymakers. The RSB provides evidence, challenges assumptions and increases awareness of the breadth of knowledge and innovation. We also support voices from diverse backgrounds and ensure they are represented across the biosciences.

The Society's 2022-2027 science policy priorities focus on knowledge exchange, information sharing and building trust in the biosciences; ethical biological innovation; biological security; nature and climate; research culture and the research

landscape. Recent key activities have included engaging with the government on Net Zero, plant biosecurity, and strengthening collaborations with sister societies the Institute of Physics and the Royal Society of Chemistry, especially in unified direct engagement to advocate for the importance of Horizon Europe and growing R&D investment.

Education Policy

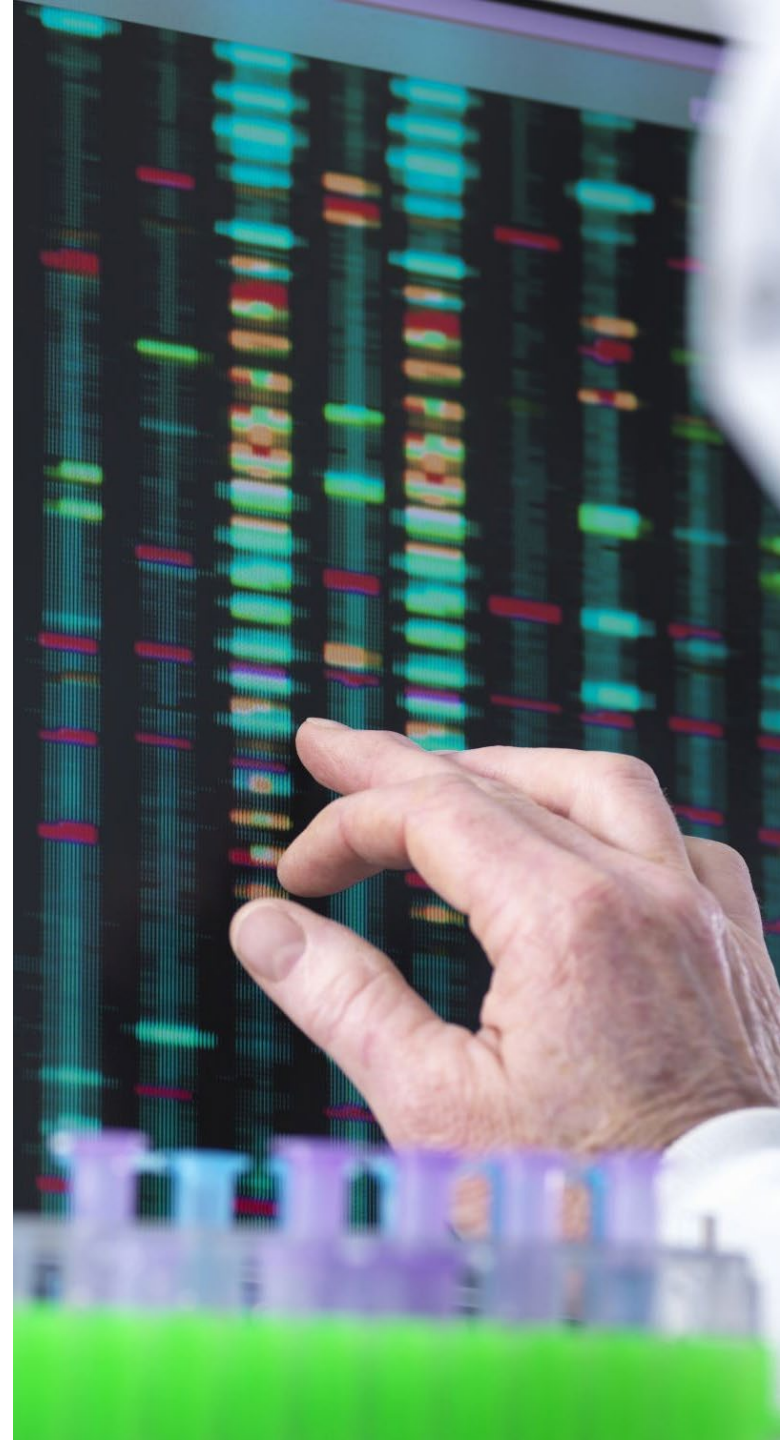
The RSB is committed to supporting and encouraging the study of biology at primary, secondary and tertiary levels across the UK, working in coordination with our member organisations and with the broader scientific community. Our [education priorities 2023-2028](#) underpin our policy work, and outline important factors that contribute to excellent biology teaching and learning in the UK, for all students at all levels.

Professional Development and Accreditation

The Society's Accreditation Programme is an independent and rigorous assessment of bioscience degrees in the UK and worldwide. It supports the development and delivery of excellent bioscience degree programmes and the advancement of skills and education in the biosciences. These include professional accreditation such as Chartered Biologist (CBiol), Chartered Science Teacher (CSciTeach), and Registered Scientist (RSci). The RSB runs workshops, webinars, and online courses on various topics related to biosciences, including research techniques, communication skills, leadership, and policy engagement. We also host conferences, symposiums, and networking events to help professionals stay up-to-date with the latest research, trends, and opportunities in bioscience fields.

Outreach and engagement

RSB is launching a new brand in January 2025 and a new website in the Spring, with a focus on growing and developing membership and increasing brand and profile. RSB has a long history of delivering Citizen Science projects, supporting outreach work and building engagement with public competitions from Biology Teacher of the Year to children's art competitions. RSB also has a leading role in the STEM sector delivering annual public affairs events in Westminster such as Parliamentary Links Day and Voice of the Future.



Bringing together the life sciences for public benefit and providing impartial, ethical and evidence-based advice.

The role of Chief Executive

We are seeking an energetic and visionary Chief Executive to lead our organisation through its next strategic phase. We are looking for a transformative leader who will position the RSB as a bold and dynamic organisation that galvanises the biological sciences community.

Working closely with a diverse range of stakeholders, you will have primary responsibility for allocating and prioritising resources to extend the Society's remit as the nation's foremost authority and advocate for biological sciences. This role demands a strategic thinker who can work for biologists of all backgrounds and specialisms, championing the critical importance of biological research and education.

Our next Chief Executive will bring a proven track record of driving organisational growth, diversifying income streams, and representing organisations both nationally and internationally.

The role encompasses comprehensive operational leadership, with specific responsibilities including financial management, membership development, and creating new funding opportunities. You will be crucial in ensuring that the RSB continues to thrive as a diverse, inclusive, and vibrant membership organisation that represents the breadth and depth of biological sciences.

The RSB has a team of 40 FTE staff. The transition is underway to a fully remote working model from 2025; strong people management skills will be crucial in effectively leading and motivating the team.

This is an exceptional opportunity to be the primary advocate for the RSB, working closely with the President, Council, and Senior Management Team to shape and implement our strategic vision. You will oversee the Society's strategic development, ensuring our goals are both ambitious and achievable.



“We are seeking an energetic and visionary Chief Executive to lead our organisation through its next strategic phase”

Main activities and responsibilities

Responsible to: RSB Council and President

Main responsibilities

- Develop, lead and implement the long-term strategy for the Society, in conjunction with the Council and members of the Senior Management Team (SMT).
- Ensure regular review of the strategy and development of appropriate metrics for monitoring annual plans and targets.
- Be responsible for staff leadership, management and administration of the Society in the execution of Council decisions
- Take a leadership role in promoting the Society, representing the organisation to external stakeholders, and overseeing the brand, image and policy development.

Working with the Executive/ Council

- Ensure appropriate presentation and reporting on the progress of the organisation and on all matters relevant to the discharge of its responsibilities.
- As agreed with the President, develop policy proposals for Council discussion and decision.
- Support the President in ensuring the continued engagement/involvement of all members of the Council.
- Monitor and advise on the composition of Council, its committees, succession planning, and the process of Council appraisal and development.
- In conjunction with relevant stakeholders, present an annual operating plan for approval by Council Members.
- Present an annual budget for approval by the Finance Committee and Council.
- Reflect to Council Members any staff concerns in regard to the role of Council, its sub-committees or members.
- Attend Council meetings.

Leading and Managing the Organisation

- Ensure that a long-term strategy is in place which can guide the organisation in achieving its objectives
- Be responsible, in conjunction with the Honorary Treasurer, for the overall financial health of the organisation, ensure that expenditure is controlled in line with budgets as approved by Council and that opportunities to maximize revenue are exploited.
- Ensure, in conjunction with the Development Officer, that the organisation discharges its constitutional and legal obligations.
- Provide leadership to the Senior Management Team, keep under review and appraise the work of staff reporting directly to the CEO.
- Ensure that the organisation has the resources (human, material and financial) to operate as effectively as possible.
- Establish and maintain, in conjunction with the CEO's PA, an HR system, which ensures leadership and maximises the potential of staff and is in keeping with the mission and values of the organisation.

Promotion and representation of the organisation

- Maintain effective networks with all supporters, members and stakeholders.
- Seek opportunities to expand and promote the role of the organisation.
- Ensure that the organisation is presented in an appropriate and professional manner to its stakeholders, both directly and through the media.

Person Specification

Key skills and experience

Essential

- Proven inspirational leadership and change management skills
- Wide experience of staff management across a range of activities
- A strong and demonstrable interest, and strategic and operational knowledge of the UK Bioscience sector, including the roles of Government, Industry, Universities, the Research Councils and other funding agencies
- The ability to influence and negotiate at all levels
- Business management experience in industry, academia and/or the not-for-profit sector
- Strong financial and commercial acumen
- The highest standards of verbal and written articulation
- Direct experience of organisational relationship management, including an ability to build consensus

Desirable

- Educated to degree level, preferably with a higher-level qualification
- Experience of managing a membership-based organisation
- Strong networks in the life sciences field

Personal characteristics and attributes

- An ambitious and energetic leader who collaborates with and empowers their team
- Ability to be both hands-on and pragmatic, comfortable undertaking daily operational tasks while simultaneously driving strategic innovation
- Effective external representative and globally-minded ambassador, capable of earning trust and respect across diverse cultural contexts



Nurturing public participation in our work.



Terms of Appointment

Location

Remote role with some travel

Package

Competitive salary commensurate with experience and benefits

Process

First round interviews will take place with Saxton Bampfylde during 10 – 21 February.

Final interviews with RSB will take place during the week commencing 10 March, at the Royal Society of Chemistry, Burlington House.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

RSB



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Royal Society of Biology on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **ZBRRA**.

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 noon on **Thursday 30 January**.

* 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.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.





Royal Society of
Biology

rsb.org.uk