



UK Research and Innovation

Appointment of **Chief Executive Officer**

February 2024

Closing date: 2 April 2024



Saxton Bampfylde

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Introduction from Secretary of State, Science, Innovation and Technology

Dear Candidate,

Just over a year ago, the Prime Minister created the Department for Science, Innovation and Technology (DSIT) to help unleash the power of UK research and development and ensure that the UK becomes a Science and Technology Superpower, helping to grow our economy, create better jobs, and make bold discoveries which will enable us to live longer, healthier, happier lives.

UK Research and Innovation (UKRI) is DSIT's largest delivery partner and is central to achieving the objectives we set out in the UK Science and Technology Framework. In a rapidly evolving environment, UKRI plays a vital role in delivering the UK's Science and Technology Superpower ambition and ensuring that we stay at the forefront of science, technology and innovation.

As Chief Executive, you will ensure that we fund the best ideas right across the UK, nurture our portfolio of world-class national research institutes, and support our most innovative businesses to grow. Under your leadership, UKRI will complete the journey it started in 2018, bringing its constituent councils together into an exceptional delivery organisation, implementing the recommendations of Sir David Grant's independent review.

We encourage applications from outstanding leaders from a diverse range of sectors and backgrounds. I trust you will find the information enclosed in this job pack of interest, and we look forward to receiving your application.



A handwritten signature in black ink that reads "Michelle Donelan". The signature is written in a cursive style and is enclosed within a thin black rectangular border.

Rt Hon Michelle Donelan MP

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. 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&I to harness the full potential of the UK's talent and creativity.

Our organisation brings together the nine councils, that work together in innovative ways to deliver an ambitious agenda, drawing on our great depth and breadth of expertise and the enormous diversity of our portfolio.

Through our councils 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.

Whether through research council grants, quality-related block grants from Research England, or grants and wider support for innovative businesses from Innovate UK, we work with our stakeholders 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.

The nine councils are:

- 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 are entering into the third year of our five-year strategy, **Transforming Tomorrow Together**, which is deeply aligned with our sponsor, the Department for Science, Innovation and Technology's ambitions set out in the Science and Technology Framework. We are funding 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&I 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. UKRI is central to delivering the UK's ambition to become a Science and Technology Superpower.

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 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 R&I for the UK and ensuring global reach. You will transform UKRI organisationally for a new era of research and innovation, that is more responsive and integrated, ensuring public investment delivers profound benefits within the UK and overseas.

You will lead an organisation comprising nine councils – the seven disciplinary research councils, Research England and Innovate UK. UKRI was founded to break down strategic and operational silos and achieve synergies, enhancing efficiency and effectiveness. Midway on its path to maturity, your leadership will help UKRI realise the benefits of being an integrated national funder, ensuring it is an exceptional delivery agency, delivering the objectives of the UK Science & Technology Framework.

UKRI plays a unique connecting role in the UK's research and innovation system. We are seeking an exceptional leader with a deep understanding of the R&I system. You will lead UKRI in building a portfolio of investments with aligned 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 delivers government research priorities, including notably across the UK's portfolio of five critical technologies. 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

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

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

- UKRI remains an agile and responsive funder, with a calibrated portfolio of investments to meet current and future global research challenges;
- Successful delivery of UKRI's organisational transformation programmes and that UKRI is equipped to deliver the government's science and innovation objectives;
- Locations across the UK have flourished through local R&D collaborations, and regional clusters of expertise are nurtured;
- The UK's pipeline for R&D talent remains strong, within an exceptionally competitive global marketplace;
- Effective, long-term relationships are built with industry and private sector R&D investors to ensure that UKRI's investments both deliver economic benefit and enhance UK productivity; and,
- The continued confidence of the people and organisations that undertake and invest in research and innovation.

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 in relation to the UK as a global Science and Technology Superpower.
- 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 for rapid productivity growth.
- 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 and work with the DSIT Secretary of State to identify and recruit high quality candidates for the UKRI Executive Chairs. Support these individuals whilst holding to account for their own delivery.
- 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 all of 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.
- 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 who can energise and empower staff and senior leaders, with a track record of leading one or more large and complex organisations through corporate change, implementing a sustainable culture of continuous improvement.
- 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 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.



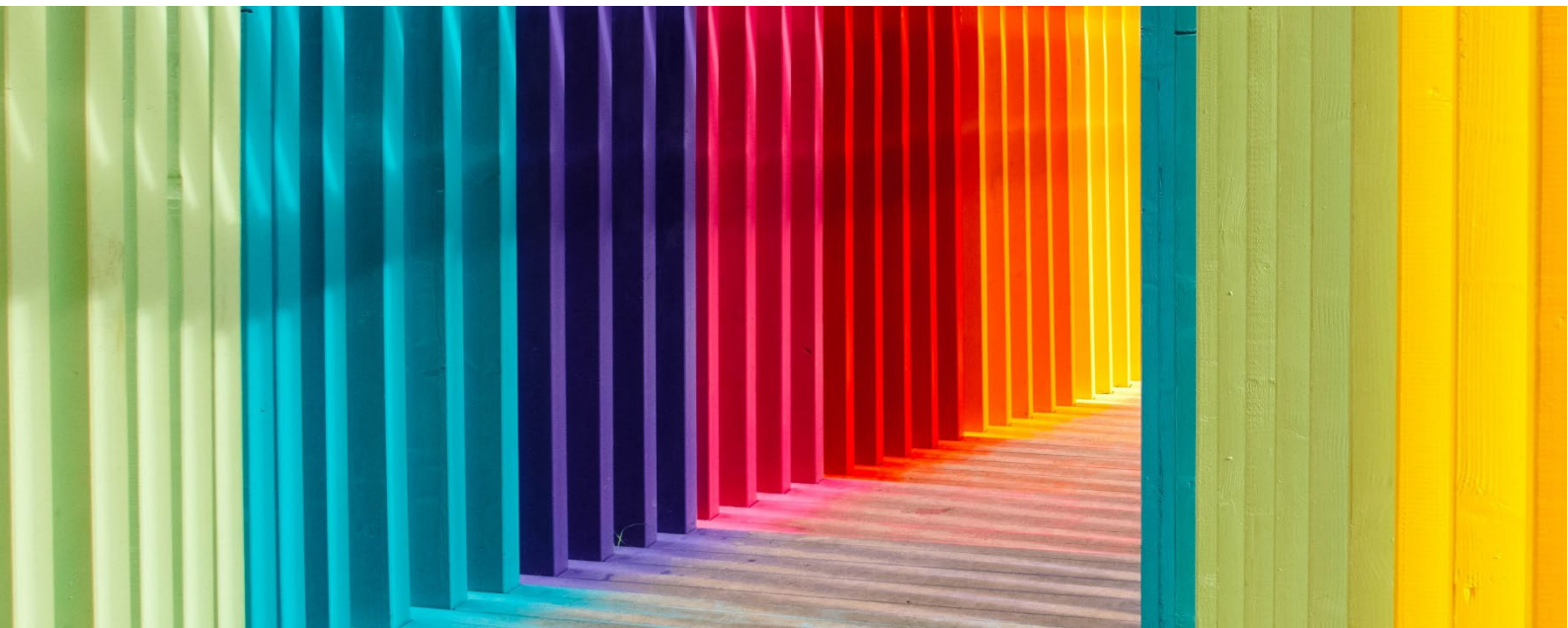
Equality, diversity and inclusion

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.

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 using code **AAYIO**.

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 2 April 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