British Geological Survey

NATURAL ENVIRONMENT RESEARCH COUNCIL

APPOINTMENT OF CHIEF EXECUTIVE

APPOINTMENT BRIEF

MARCH 2019

AN INTRODUCTION

BGS is an applied geoscience research centre, housed in UK Research and Innovation (UKRI) and affiliated to the Natural Environment Research Council (NERC). As a world leading geological survey, BGS has an extensive programme of geoscience research, survey and monitoring services, and data management and dissemination projects. BGS focuses on public-good science, whilst supporting government science, in order to predict the geological processes that matter to peoples' lives. BGS also undertakes applied research for solutions to earth and environmental processes, both in the UK and globally. It is funded directly by UKRI as well as through research grants and via private sector contracts. Given significant shifts in environmental concerns, urban landscapes and digital innovations, BGS is at an exciting juncture in its development.

BGS is a component part of the Natural Environment Research Council, part of UK Research and Innovation, bringing together seven Research Councils, Innovate UK and Research England, with a vision to be the best research and innovation organisation in the world. BGS receives 54% of its funding from NERC, with the additional income coming from self-raised commercial and public sector contracts and partnerships. Example clients include: eon, Google, Defra, EDF energy, Severn Trent Water and the Environment Agency.

BGS has an annual budget of approximately £60 million and employees 650 people. It has two main sites, a head office in Keyworth near Nottingham and the Lyell Centre, which is a joint collaboration with Heriot Watt University in Edinburgh. BGS works with more than 150 private sector organisations as well as having close links with 40 universities and sponsors approximately 100 PhD students each year.

Key higher education partners and collaborators include: Heriot Watt University, the University of Nottingham, Aston University, University of Birmingham, Lancaster University, University of Edinburgh and University of Bristol.

In addition, the Natural Environment Research Council (NERC) is reforming the governance and funding arrangements of the BGS to better enable BGS to diversify and attract more external funding to ensure it can continue as a globally leading survey, delivering services and providing infrastructure support nationally and globally.

BGS also houses one of the world's largest geological repositories, with thousands of samples from around the globe. BGS is also carrying out pioneering work into geothermal energy use in decarbonisation agendas, as well as programmes centring on broader environmental change adaptation, including urban resilience, groundwater levels, data pipelines and coastal shifts.

BGS is seeking to appoint a new Chief Executive to provide leadership through this exciting and dynamic period of its development. The Chief Executive will work closely with the BGS Board and with the NERC Executive Chair to ensure that BGS continues to grow and thrive as a business, delivering world leading geoscience and innovation.

More information on BGS' services, history and ethos can be found here.

Saxton Bampfylde

BGS, Core Values

Impartilaity

- Our profesional competence enables us to be objective
- We provide scientific evidence to enable our clients to make informed decisions

Knowledge

- We continually develop and apply our geological and technical expertise
- We are committed to acquiring, expanding and disseminating scientific data and information

Societal impacts

- We work for the benefit of society
- We meet the changing needs of society with responsive, innovative and interdisciplinary science

BGS offices and staff across the UK

Northern Ireland

GENDER

♀ 4 | ♂ 9

13 staff

FUNCTION

11 Science | 2 Non-science

Wales

GENDER

♀ 4 | ♂ 4

8 staff

FUNCTION

7 Science | 1 Non-science

British Geological Survey

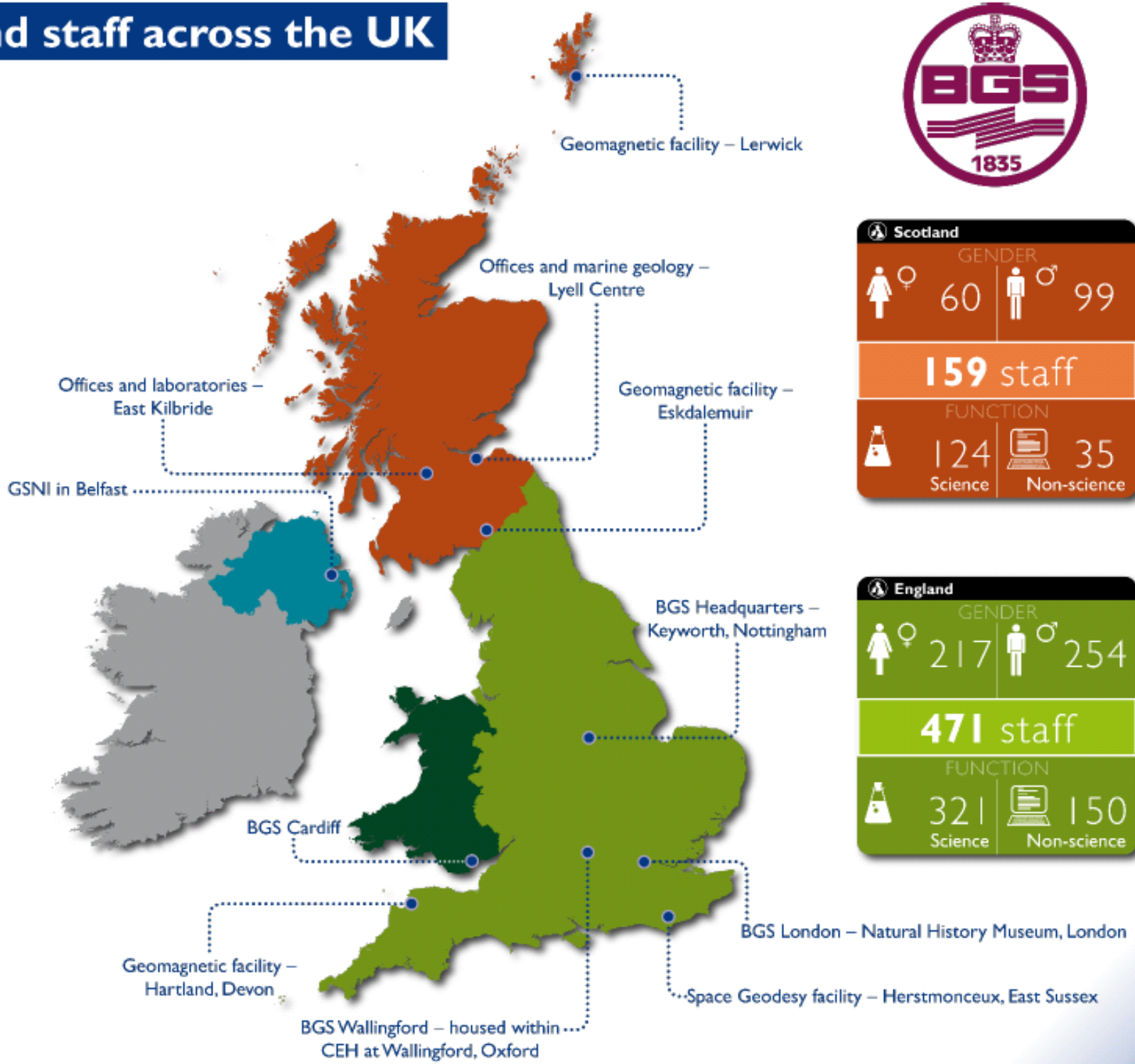
GENDER

♀ 285 | ♂ 366

651 total staff

FUNCTION

463 Science | 188 Non-science



Scotland

GENDER

♀ 60 | ♂ 99

159 staff

FUNCTION

124 Science | 35 Non-science

England

GENDER

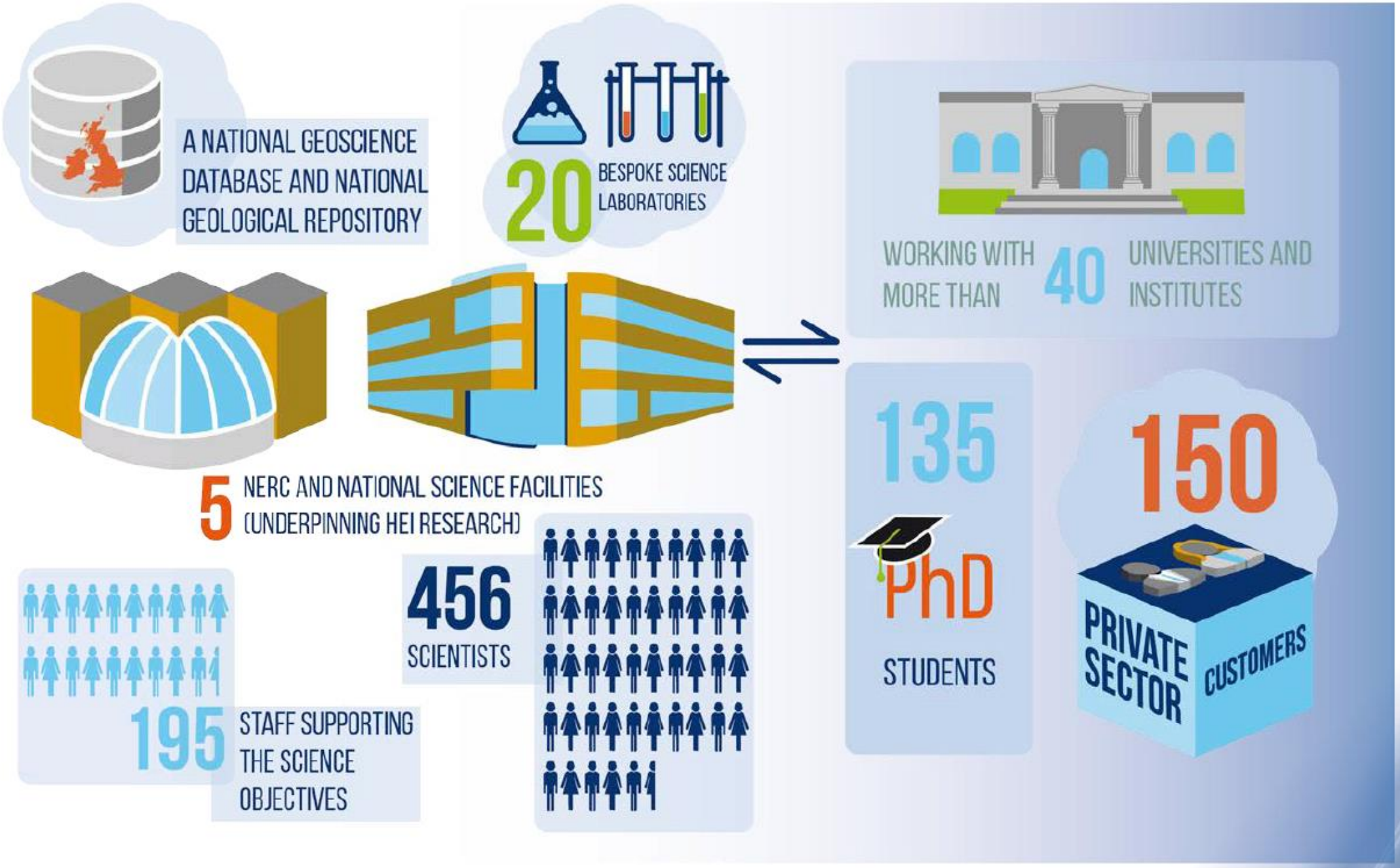
♀ 217 | ♂ 254

471 staff

FUNCTION

321 Science | 150 Non-science

Staff headcount as at 21st January 2019


A NATIONAL GEOSCIENCE DATABASE AND NATIONAL GEOLOGICAL REPOSITORY
20 BESPOKE SCIENCE LABORATORIES
WORKING WITH MORE THAN 40 UNIVERSITIES AND INSTITUTES
5 NERC AND NATIONAL SCIENCE FACILITIES (UNDERPINNING HEI RESEARCH)
135 PhD STUDENTS
150 PRIVATE SECTOR CUSTOMERS
456 SCIENTISTS
195 STAFF SUPPORTING THE SCIENCE OBJECTIVES

INTERNATIONAL

Much of the work that the BGS carries out is directed towards development issues such as helping developing countries realise sustainable benefits from their natural resources. They do this by improving access to water, food and energy, helping communities deal with natural hazards, understanding global environmental change, and aiding the development of sustainable cities.

Examples of current international projects include:

Food and water security in sub-Saharan Africa

Over the last three years, BGS have led a £2 million international research consortium grant project called 'A Hidden Crisis' across three African countries, with university research partners and WaterAid country programmes. The aim of Hidden Crisis is to better understand the causes of poor functionality of groundwater supplies in Ethiopia, Malawi and Uganda. The project is now working with WaterAid and the ministries to identify key research-into-use pathways, so that the research findings can feed into and inform improved future water supply practices and policy on multiple scales. BGS, with the University of Nottingham, were awarded the BBSRC prize for international innovation in May 2018 for work developed prior to this project.

Climate change –Ocean regulation of Climate through heat and carbon sequestration and transport

BGS is a major partner in a scientific programme called ORCHESTRA, which has been running for nearly two years. The project aims to improve our ability to understand and predict the role of the Southern Ocean currents to modulate global climate. BGS' contribution to this research is to analyse the oxygen and carbon isotope composition of waters from the world's oceans over a five-year period.

NATIONAL

Although BGS is a global geological survey, it continues to work with new technology and data to understand and predict the geological processes that matter to people's lives and livelihoods here in the UK. Through new understanding and existing research capability, BGS strives to address the current challenges that face society including using our natural resources responsibly, managing environmental change, and increasing resilience to environmental hazards.

Examples of current national projects include:

The Lyell Centre in Scotland

The Lyell Centre in Scotland is a purpose-built BGS facility hosted at Heriot-Watt University (HWU), to build on individual and combined interdisciplinary expertise in land and marine conservation, geology and geoscience. The Centre was enabled by £25 million capital investment from NERC-UKRI, HWU and Scottish Government.

Cardiff Urban Geo-Observatory

The UK Geo-energy Observatories (UKGEOS), delivered for NERC by BGS, and operated as part of BGS Core budget. The project will establish new centres for world-leading research into the subsurface environment and follows the government's 2014 announcement that it would allocate £31 million to create world-class, subsurface energy-research test centres.

For example, working with partners at Cardiff Council and the Cardiff Harbour Authority, BGS has established a city-scale 'geo-observatory'. The aim of the Cardiff Urban Geo-Observatory is to monitor the underground, providing data that can support the sustainable development and regulation of heat recovery from shallow urban aquifers.

The backbone of the observatory is a network of 60 boreholes instrumented with temperature sensors. Operational for four years, over two million temperature measurements have been made, making this the foremost observatory of its kind in the UK. Work is progressing on an open-access data portal, and it is hoped that the data, via this site, will be used by developers, planners, regulators, policymakers and others who have an interest in the subsurface.

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GOVERNANCE

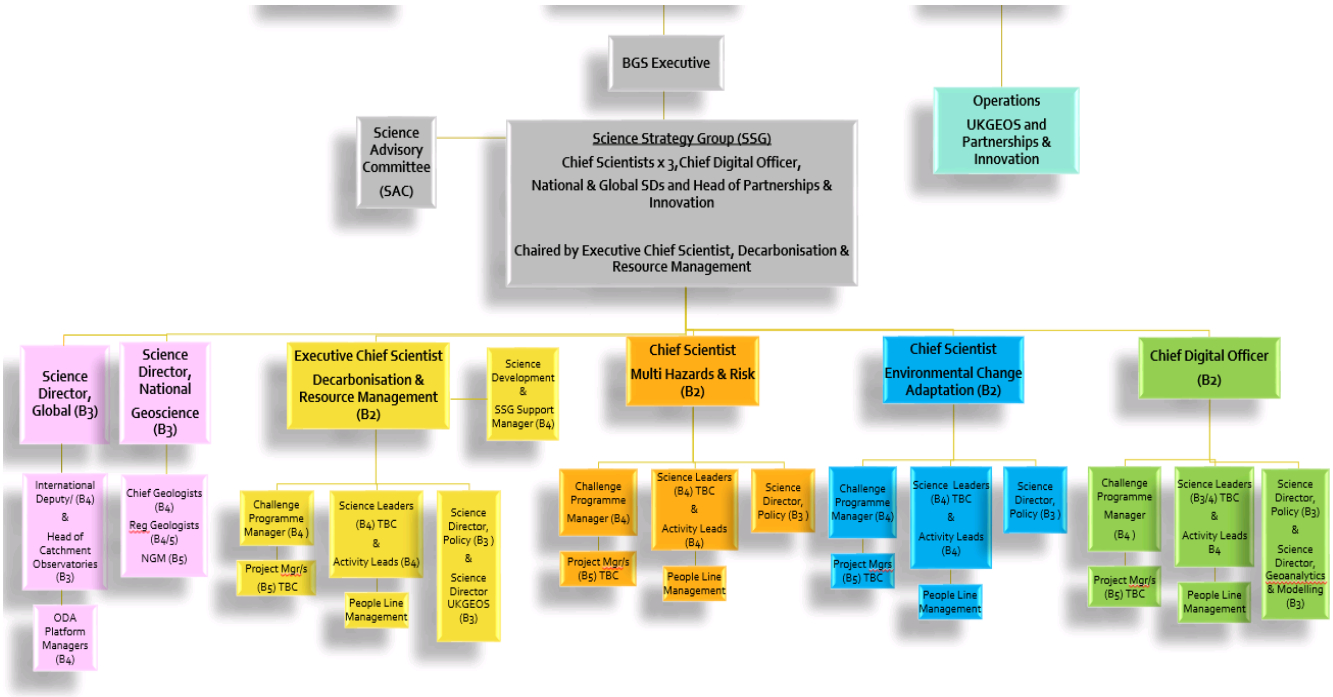
2017/2018 was a significant year for the BGS as it started the process of redefining its governance, strategy and future business model.

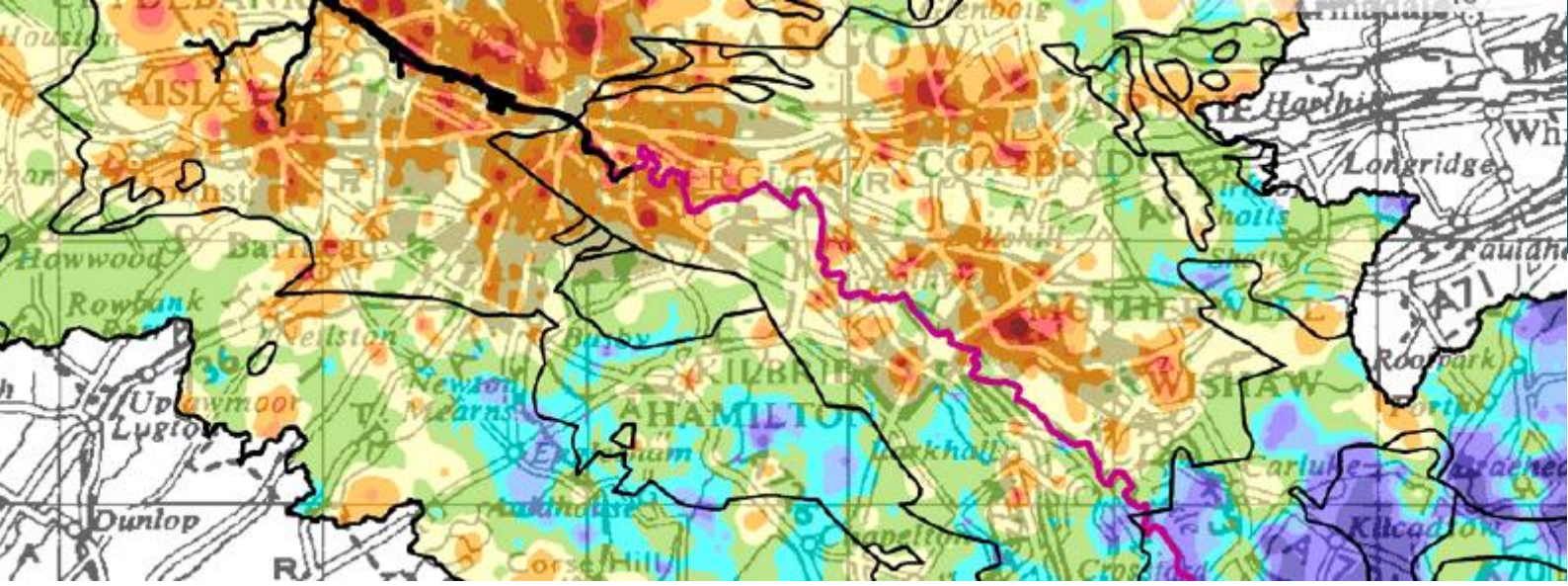
This process was initiated with the Natural Environment Research Council (NERC) agreeing that the science the BGS does is largely undertaken through a public-facing science role, and thus different to the research-led science of a research council. Nonetheless it was recognised that the BGS and the NERC would continue to benefit from working closely with each other.

A decision was taken to create a BGS Board that would be responsible for much of the governance of the BGS. The Board started work in April 2018 with Sir Keith O'Nions as its Chair. A selection process was undertaken to select the full BGS Board and I am very pleased to say that we have an excellent, diverse and international group as the founding members of the Board. The terms of reference for the Board have been agreed with NERC-UKRI and allow for a significant amount of autonomy for the BGS in its management going forward.

In parallel with the creation of the BGS Board, the research base in UK Government, UK Research and Innovation (UKRI), was created as the legal entity responsible for research in the UK; the BGS thus legally reports to UKRI.

Organisation chart





THE ROLE

KEY DUTIES

1. To provide inspirational leadership and vision to the British Geological Survey, to its staff, and its stakeholders;

2. To work with the BGS Board, the NERC Executive Chair and the BGS Senior Team to develop and implement the BGS business plan;

3. To work with the Science Leads and the external science community to lead on the definition, development and implementation of an exciting science programme, which meets the BGS science strategy and supports delivery of the BGS business plan;

4. To ensure that BGS operates as a successful and thriving business within its governance structure, ensuring that all areas of the BGS operation are efficient, effective and maximise opportunities to both deliver world leading science and to grow the commercial offer in line with the BGS business plan;

5. To ensure that BGS operates within the highest standards of Health and Safety in all of its operations;

6. To act a as Champion for Equality Diversity and Inclusion within BGS and with the external Geoscience community;

7. To ensure that BGS is well placed in accessing funding to support its research, innovation and services, both from UK Research and Innovation and from additional sources, in line with the BGS business plan;

8. To lead BGS through a period of structural and cultural change to ensure that it is well placed to thrive in the future science, innovation and business landscape;

9. To represent UKRI, NERC and BGS in relevant policy making circles across government and internationally. This will involve frequent travel not only between BGS' different sites, but also to meet with partners and attend conferences internationally;

10. To maintain a leading role within the national and international Geoscience community and ensure that BGS benefits from this network.

Saxton Bampfylde

PERSON SPECIFICATION

The successful candidate will be a dynamic and communicative leader, capable of winning trust, and will bring:

Personal Qualities

- The level of commitment and integrity expected of a senior leader within the Public Sector;
- Strong commitment to self-development with an enthusiasm to learn and keep abreast of the fast-paced changes in digital technologies;
- Alignment to BGS core values;
- Commitment and passion for driving forward equality, diversity and inclusion;
- Able to travel off-site across the UK and internationally.

Standing

- Able to assume the scientific, technical and commercial direction of BGS and of appropriate stature to command the respect of all of its staff, its Board, and its stakeholders and collaborators, including government, UK and internationally, and other national and international organisations;
- A PhD and a personal research reputation acquired in an area relevant to BGS;
- A passion for Geoscience and the ability to communicate this inspirationally to a range of audiences;
- Able to establish credibility within NERC and UKRI acting as a full and active member of the NERC Management Board.

Science Strategy

- Able to demonstrate vision and experience in the management of a science driven organisation and the ability to think and operate strategically and commercially;
- An understanding of the wider research environment and the science funding landscape;
- Demonstrate an independence of mind, a breadth of understanding, a commitment to look across disciplines, together with the ability to assimilate complex information, analyse it and act upon it.

Management

- Able to lead and direct a research and innovation led organisation within UKRI structures;
- Able to cope with the demands of significant, conflicting priorities;
- Able to manage large numbers of staff in a multi-site environment, including internationally and in field work conditions;

- Ability to demonstrate sound commercial and financial acumen and be able to set and deliver business goals and priorities within the constraints of the public sector environment;

- Be able to define and develop strategies for maintaining, developing and diversifying income streams.

Leadership

- Be an inspirational leader for all staff at BGS. Be able to enthuse people and generate commitment from them;

- Lead BGS thought a period of significant change, demonstrating personal commitment to an agreed vision and obtaining buy in from the BGS Board, staff and from stakeholders. Be prepared to address challenges and resolve them;

- Ability to communicate strongly using a variety of approaches and channels with a full range of audiences;

- Be ready and able to take a high profile in the context of the role that BGS plays nationally and internationally, and if necessary in the media as well as on science themes.

Networking

- Have and be able to develop strong networks across the diverse stakeholder communities;

- Understand and demonstrate commitment to the wider geoscience community, building bridges and leveraging collaboration.

TERMS OF APPOINTMENT

An appropriate salary package will be agreed with the successful candidate.

The post of Chief Executive is pensionable.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to **NERC, and the British Geological Survey** on this appointment.

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

Click on the '**apply'** button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Monday 29 April 2019**.

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.