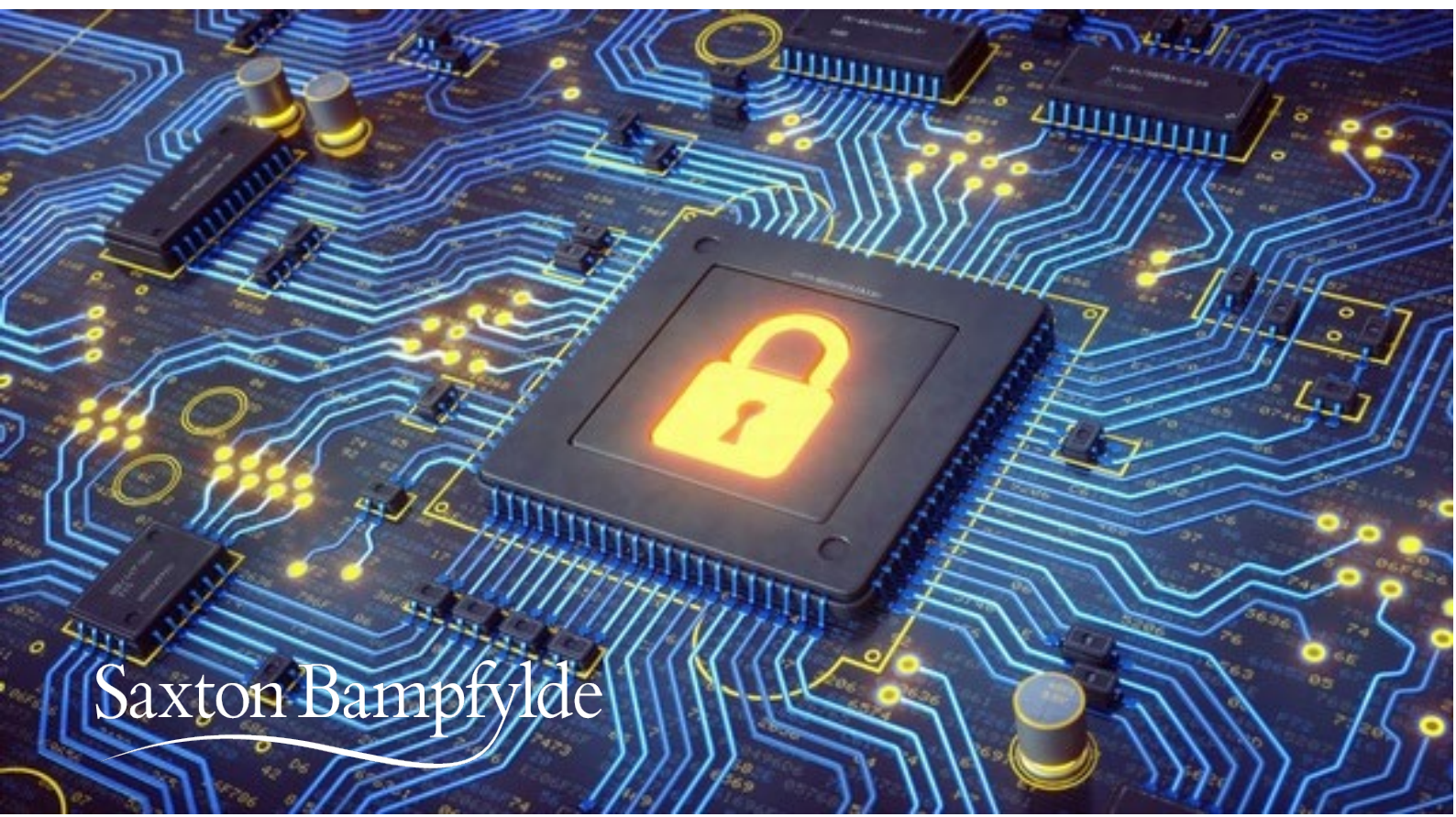




**UK Research
and Innovation**

Appointment of **CEO**

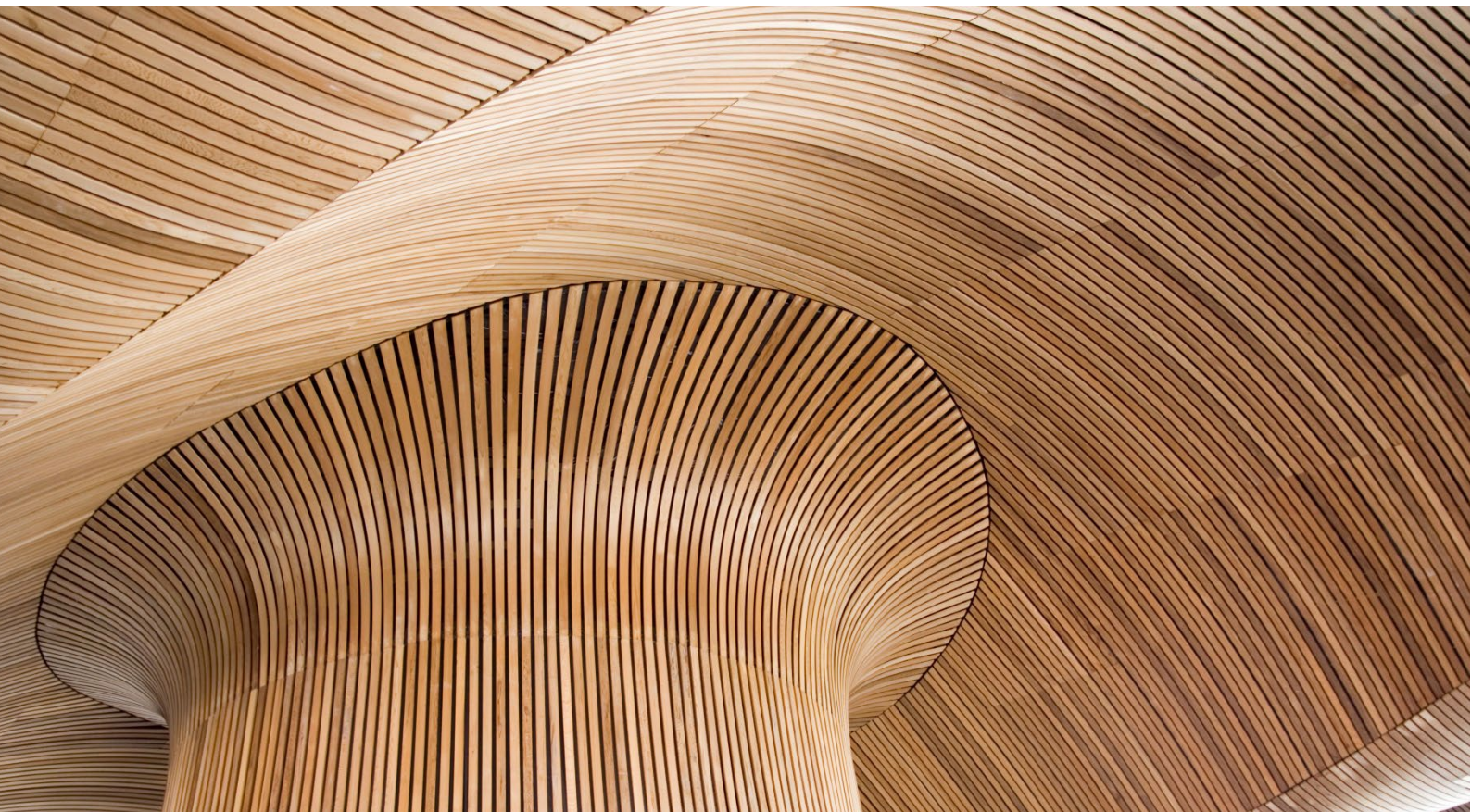
November 2019



Saxton Bampfylde

CONTENTS

1. Introduction
2. The role
3. The person
4. Terms of appointment
5. How to apply



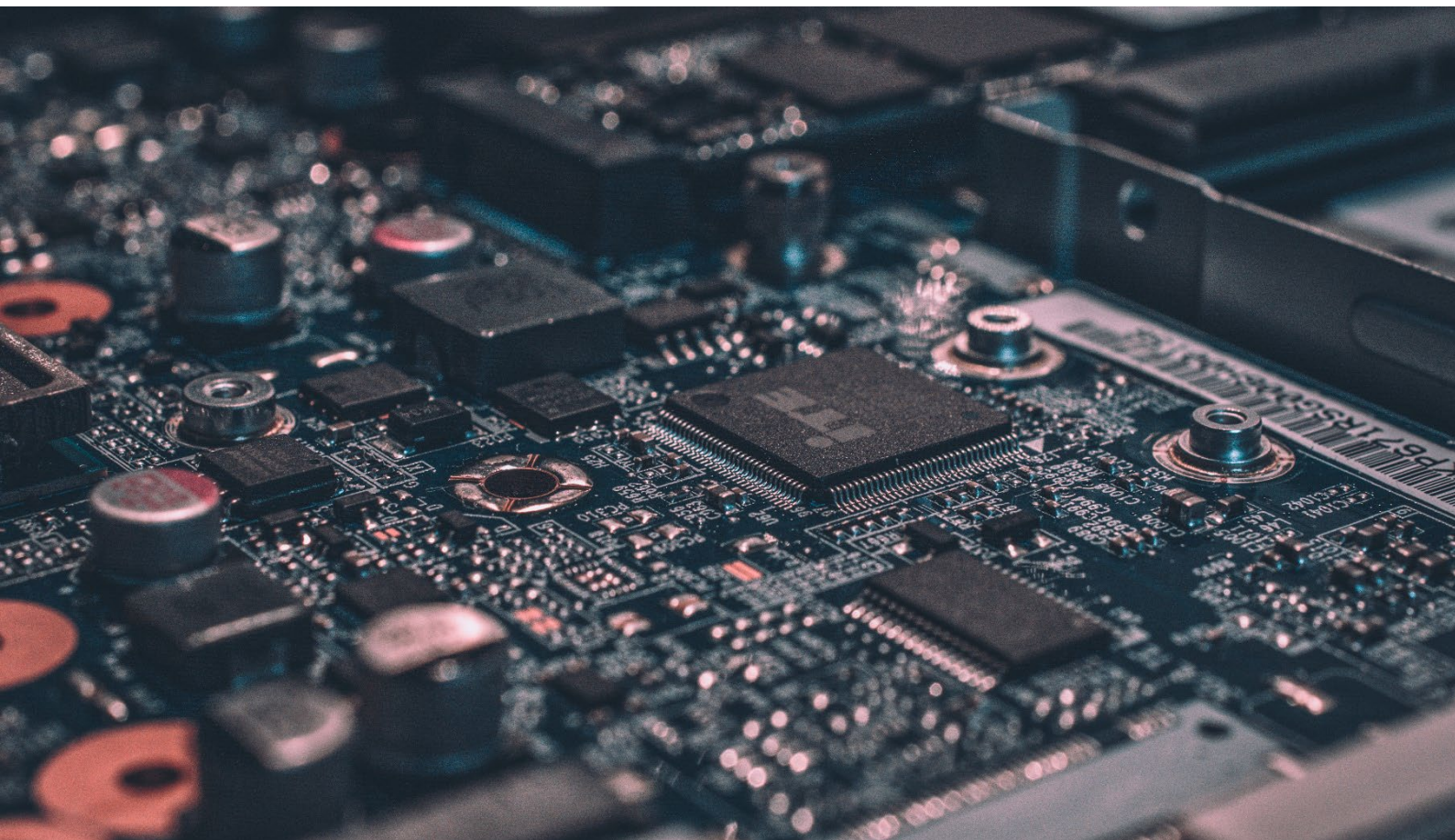
Introduction to UK Research and Innovation

UK Research and Innovation (UKRI) is a non-departmental public body, bringing together the seven Research Councils, Innovate UK, and Research England. UKRI is charged with maximising the value from £7 billion of the UK Government's investment in research and innovation. This includes nearly £2bn per annum of investment which is delivered through new cross-Council collaborative and innovative initiatives. An Arm's Length Body with a strong voice for research and innovation, both to government and internationally, UKRI is supported and challenged by an independent chair and board. UKRI is principally funded through the Science Budget by the Department for Business, Energy and Industrial Strategy (BEIS).

UKRI leads the overall strategic direction of the majority of the non-defence public sector research and innovation funding in the UK, pushing the frontiers of human knowledge. It aims to deliver benefits for UK society and the economy through world-class research and business-led innovation.

While much progress has been made since UKRI's inception on the 1st April 2018, further work is needed to fully realise the organisation's full potential: UKRI needs to become more than the sum of its parts, catalysing changes within and across the Councils. It needs to deliver the significant cross-cutting, interdisciplinary interventions that are necessary to ensure full value is obtained from the new funds provided under the government's Industrial Strategy. This will require UKRI to transform the way it operates.

The organisation has circa 7,500 employees (in a broad variety of scientific, technical, professional and generalist roles), primarily in the UK, with key activities in London, Swindon, Harwell, Daresbury and Bristol. UKRI was also set up to advise and be a unified voice for transforming the UK R&D&I landscape, getting the UK to an intensity of 2.4% of GDP, including encouraging businesses to also invest much more themselves in R&D&I. This is important because of the contribution it makes to the economy, to productivity and to tackling society's most pressing challenges. UKRI enjoys a considerable convening power for international R&D&I collaborations, working with other national Governments, world class research establishments and businesses.



Purpose of the job

Your role as CEO of UKRI will be to lead the UK Government's largest R&D funder to shape and achieve a vision for creating knowledge and social, economic and cultural impact from that funding.

Working with the UKRI Chair and Board you will advise the Secretary of State on the case for investment in research and innovation at key decision points including spending reviews and funding allocations to the individual disciplines within UKRI.

Well-respected by the academic and business communities, you will be a strategic thought leader, harnessing across, within and beyond these communities make progress on a range of critical issues. These include the use of research and innovation in solving global challenges, and driving forward Government's ambition for the UK public and private sectors to spend 2.4% of GDP on R&D.

As the UKRI Accounting Officer you will be responsible for UKRI's short and long-term financial objectives, including the organisation's asset base, capital funding, current and new funding streams. You will drive maximum value for money for the taxpayer from Government's significant investments in research and innovation. In addition, you will manage and work closely with the Chief Finance Officer to deliver efficiencies across the organisation.

As a visible leader for UKRI's Board and Executive Committee you will work closely with the Chair to provide the transformational leadership that UKRI needs to meet its demanding objectives.

Responsibilities

- Lead and manage UKRI in successful pursuit of its objectives, providing the outstanding leadership, drive and vision necessary to maintain and develop the high quality of outputs across the portfolio.

Success measure: UKRI's investment decisions will consistently have the confidence of Government and stakeholders in the R&D community; the community will have made a step change in collaboration and coherence; and the UK will be recognised as among the best countries to pursue adventurous and transformational research.

- You will be a positive and respected advocate for UK R&D to businesses, the public and internationally.

Success measures: You will have worked brought together the R&D ecosystem to galvanise and harmonise the different perspectives, working with Ministers to shape a shared vision for the future of UK R&D. As part of this, you will also have visibly championed issues of equality, diversity and inclusion across UKRI's areas of focus both in and outside of the organisation.

- Develop deeper and broader relationships with key decision-takers, nationally and internationally, in R&D-intensive businesses and the venture capital community, working to using every opportunity to attract and grow private sector R&D in the UK, and influencing wider Government policy to support this.

Success measure: Meaningful progress towards 2.4% target of GDP spent on R&D - where around two-thirds is likely to come from the private sector.

- As Accounting Officer for UKRI you will be responsible to Parliament for ensuring that a budget of over £7bn per annum of public funds is spent in line with UKRI priorities and achieves value for money.

Success measure: National Audit Office, Public Accounts Committee and other parliamentary select committees will continue to endorse the role of UKRI.

- Set the strategic direction for all central functions within UKRI and its councils, whilst also taking an executive role in managing these functions within the organisation.

Success measure: The UKRI's Councils will continue to enjoy meaningful autonomy, but their actions will have coherence with one another; corporate functions will be deftly executed and harmonised across the organisation; and UKRI will be noticeably more than the sum of its parts.

- Oversee the appointment of outstanding people as the Council Executive Chairs and Council members, providing management and governance, supporting these outstanding people to continue to provide effective guidance not only for their own disciplines but also for UKRI as a whole and externally.

Success measure: UKRI will have developed a rich, and diverse pool of executive and non-executive talent, with robust approaches to succession planning.

- Provide strategic oversight of capital and asset management for UKRI including its significant investments into science and technology infrastructure, considering the interaction with resource funding and wider government policy on utilization and efficiency.

Success measure: UKRI will have led for government on the next generation of sustainable R&D infrastructure, pushing the UK into a leadership position in research and innovation.

- Promote a collective, sophisticated understanding of the research and innovation landscape, capability, sustainability and emerging excellence through development and maintenance of enhanced analytical capability and research data management systems.

Success measure: UKRI will lead the world in understanding and applying what works for research and innovation funding.

- Work with the UKRI Chair and Board to advise the Secretary of State on the case for investment in research and innovation at key decision points including spending reviews and funding allocations to the individual disciplines.

Success measure: Well evidenced choices will have been made on the balance of funding across basic and applied research sectors, and innovation and institutional support.

- While maintaining Innovate UK's business focus and mission, ensure all potential synergies between Innovate UK, Research England and the Research Councils are exploited to maximise the commercial impact of expenditure on research and innovation.

Success measure: UKRI Councils will be agile, collaboration will be routine and opportunities for spillover economic and societal benefits routinely taken.

Wider Success measures

UKRI was established in 2018 from nine separate bodies and is on its long path to maturity. Success in post will be dependent on leading an organisational and cultural transformation of UKRI and the broader ecosystem; forming highly productive relationships across UK public and private sector partners; and pioneering international R&D partnerships that make substantive contributions to addressing global challenges. UKRI will have built the confidence of HM Government, Universities, researchers and businesses; the best possible research and innovation projects will have been funded; an array of places will have flourished through local R&D collaborations; and the most talented R&D people supported, with diversity, equality and inclusion firmly embedded.

This is an outline description of the key responsibilities and accountabilities involved in the job. It is not exhaustive and may be revised from time to time.

Key Skills

- Ability to develop and drive forward a clear strategic vision for the organisation.
- Knowledge of the research and innovation sector across the UK and the skill to build credibility and respect with academic, business, charitable and government communities.
- Outstanding leadership, capable of leading a global facing and world leading establishment.
- Substantial experience of successfully implementing significant organisational change and development.
- Excellent commercial acumen, business knowledge and a strong understanding of financial management.
- Experience of having overall responsibility for leading an organisation's governance and administrative operations through a period of substantial change.

PERSON SPECIFICATION

Knowledge and Experience

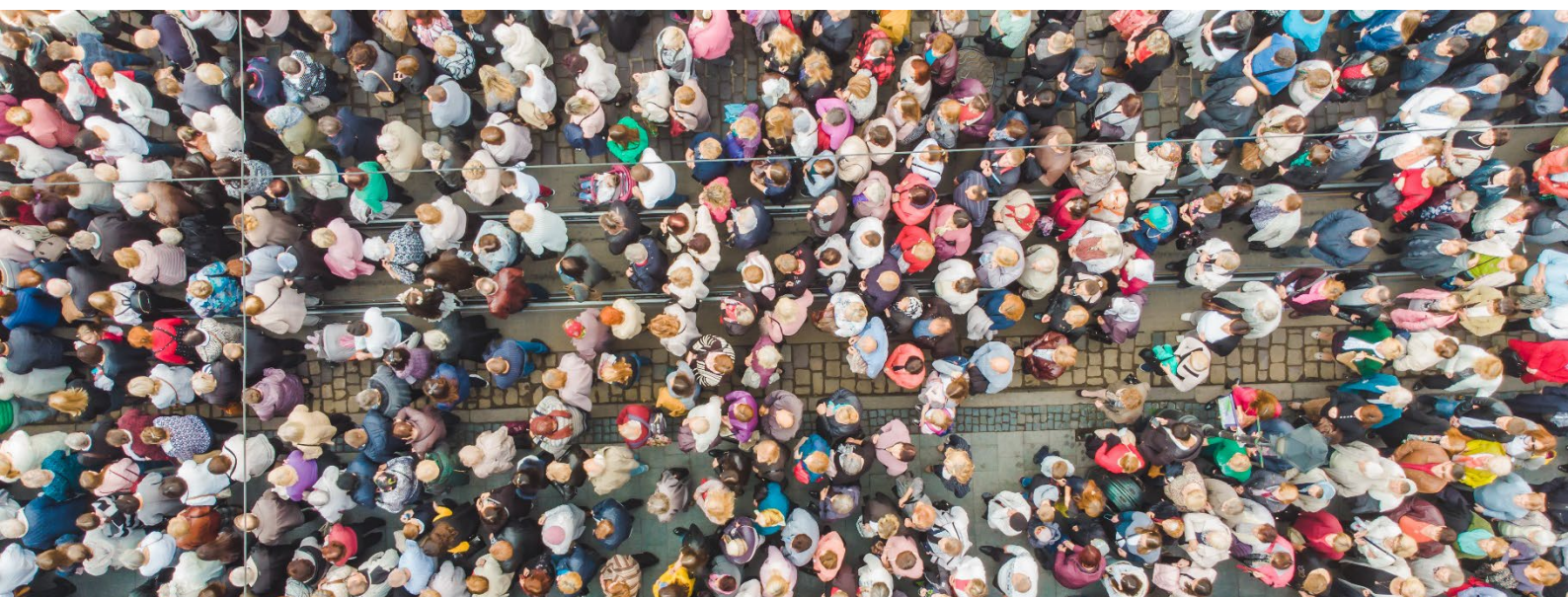
Candidates will bring all or most of the following:

Essential:

- An inspirational leader who can energise and empower staff and senior leaders across the organisation, with a proven track record in leading large and complex organisations.
- The CEO will be calm and strategic with the ability to capture the imagination of Ministers in promoting the organisational vision.
- The ability to transition successfully from their former sector into operating successfully in a government environment, forging relationships, influencing skills amongst their peers/seniors/stakeholders, being comfortable in working through ambiguity and making credible/persuasive evidence-based arguments with Ministers and stakeholders.
- An effective leader; able to attract and retain outstanding Executive Chairs of the nine councils and the ability to create an executive committee that works collegiately and effectively in the pursuit of shared organisational objectives.
- The ability to lead a global facing and world leading establishment and the ability to build effective partnerships both nationally and internationally.
- Strong communicator with the ability to inspire UKRI staff and communicate effectively with external stakeholders and the media.
- The skill to build credibility and respect with academic, business and government communities.
- Experience of inspirational leadership in the management of large organisations and the ability to support the continuing transformation of UKRI.
- The ability to further develop and drive forward the strategic vision for the organisation.

Desirable:

The CEO will either be an academic leader with a track record of commercial engagement or come from a business background with a rich understanding of the public benefit of pure academic research. They will need a proven track record as the inspirational leader of a large and complex organisation.



Candidates will bring all or most of the following:

Knowledge and Experience

Essential

- Strong commercial background and strategic leadership in hardware architecture and software development;
- Demonstrable achievement of results through influencing skills and negotiations rather than direct control;
- Previous experience of successfully building and delivering large-scale research, development and innovation projects;
- Successful management of multiple senior and executive stakeholders with conflicting demands and priorities;
- Effective management of significant budgets, implementing cost-control and forecasting in a tightly-controlled environment;
- Innovation or research, business competitiveness and technology policy or delivery;
- Managing programmes and delivering a broad range of benefits, across the Public and Private sectors;
- Leading a high-performance team across multiple locations to deliver exceptional results.

Desirable

- Understanding of the structure, governance, and key UK Research and Innovation partner organisations as well as its constituent agencies and brands, as well as the Devolved Administrations;
- Strategic leadership across the range of activities covered by the challenge;
- Experience working extensively with industrial partners, interdisciplinary research and innovation stakeholders in a range of fields associated with Digital Security by Design;
- Managing programmes and delivering a broad range of benefits, across the Public and Private sectors.

Independence

No external commitments that could be perceived as a conflict of interest or material distraction from the execution of their duties.

Equality, diversity and inclusion

UK Research and Innovation 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. UK Research and Innovation 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.

Terms of appointment

It is anticipated that the CEO will be predominantly based in UKRI's London office - 58 Victoria Embankment, London. However, the role will require some travel around the UK (and potentially internationally), as well as attendance at some evening events. Base location is flexible as a consequence.

The expected salary for this position will be competitive.

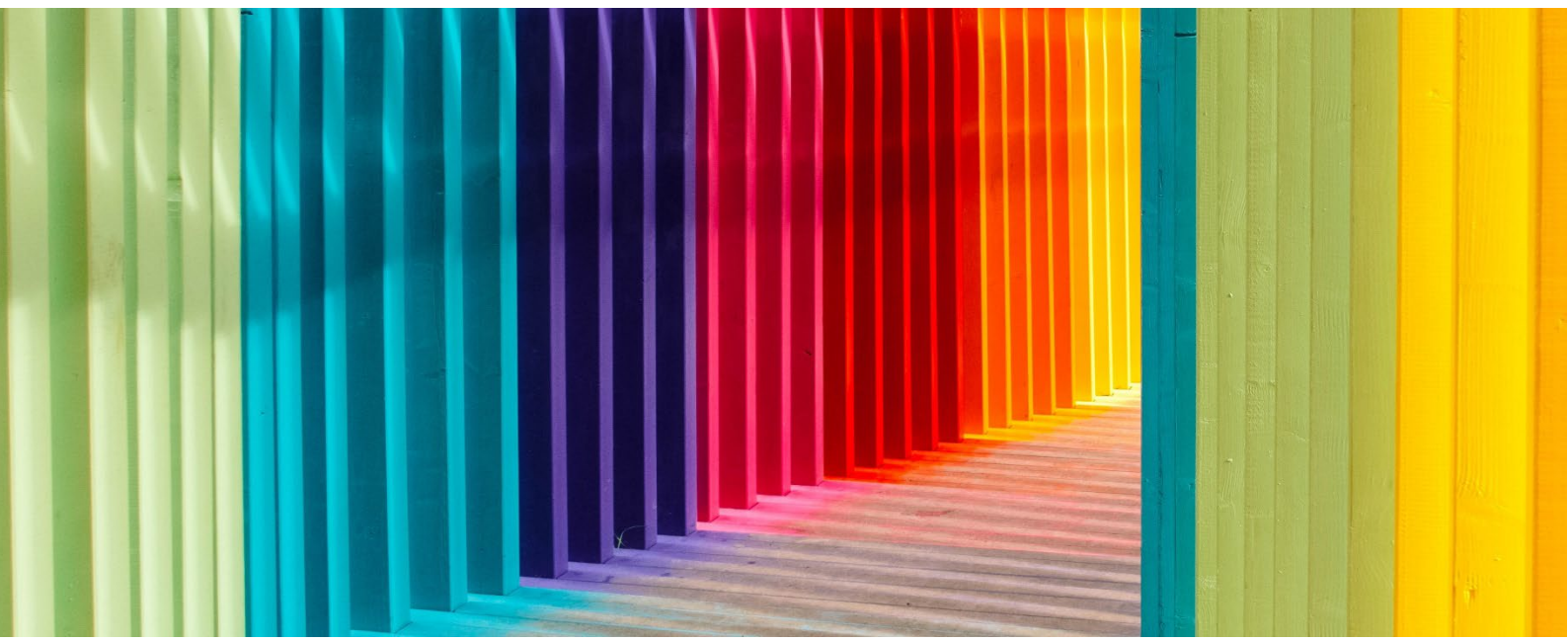
How to apply

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 **OAYIN**. 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 noon on **Noon, Friday 28th February, 2020**.

** 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.*





UK Research and Innovation



Saxton Bampfylde