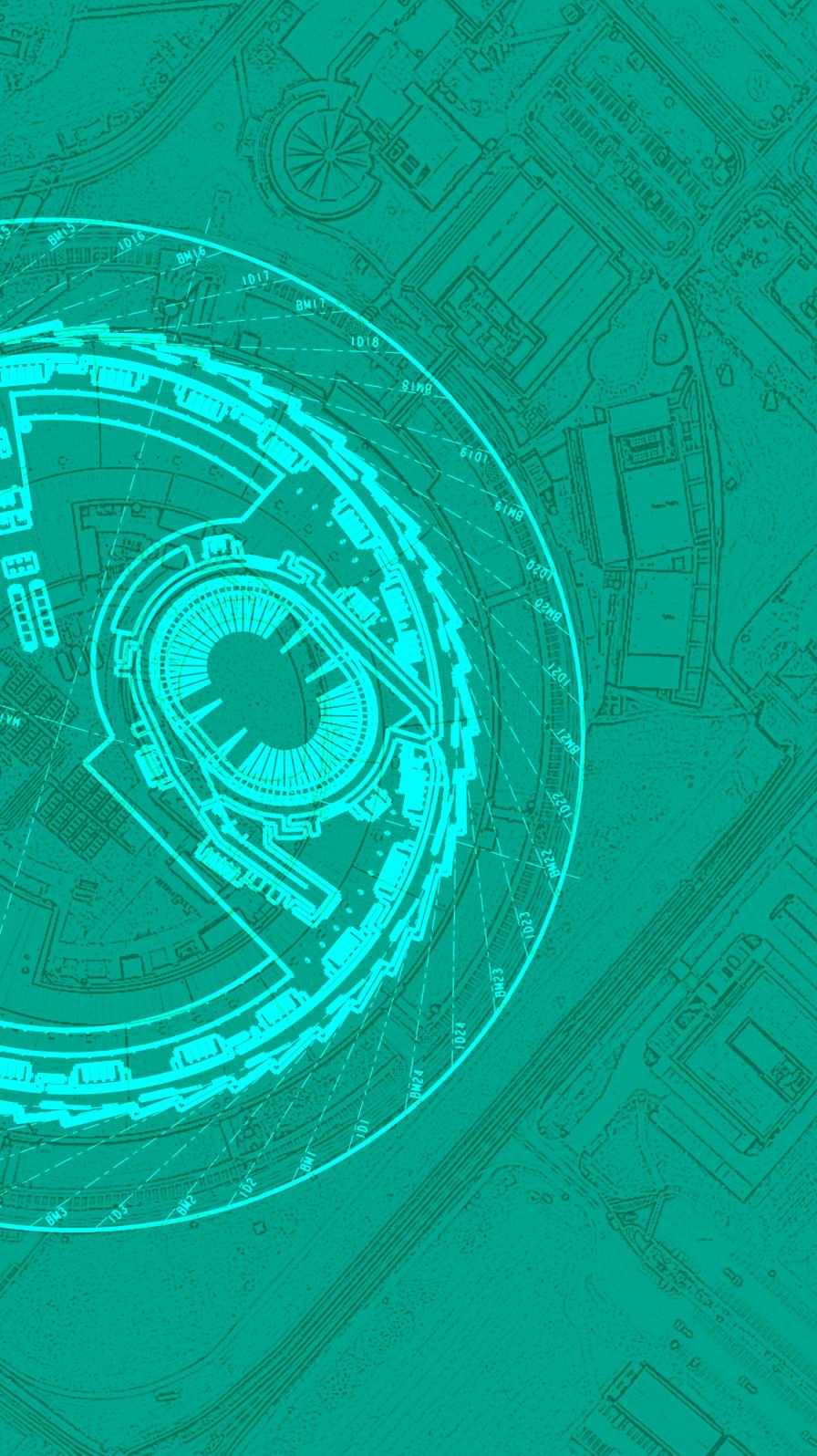




Diamond Light Source

Chief Executive Officer





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Executive Summary

Diamond Light Source is one of the most advanced scientific facilities in the world, and its pioneering capabilities are helping to keep the UK at the forefront of scientific research. The facility is at a turning point with all instruments now fully operational. Alongside this growth in scientific outputs, Diamond is planning for a major upgrade to deliver a 4th generation high brilliance synchrotron light source at the slightly higher energy range of 3.5 Giga electron volts (GeV). The upgrade of the source will be matched by upgrades to the existing instruments and some completely new instruments, designed to enable scientists and engineers to undertake highly innovative research across a wide range of fields, with a wide variety of potential applications impacting industrial competitiveness and quality of life.

Diamond offers its facilities free at the point of use and available to researchers through a competitive internationally reviewed application process, provided that published results are in the public domain. Over 14,000 researchers from across life and physical sciences from both academia and industry conduct experiments at Diamond.

In addition to its synchrotron-based instruments, Diamond also offers complementary access to a range of advanced electron microscopes and other laboratories. The electron Bio-Imaging Centre (eBIC) with a suite of half a dozen microscopes and the electron Physical Sciences Microscopy Centre (ePSIC) with two high-end microscopes in collaboration with the University of Oxford and the company Johnson Matthey.

Diamond is now a large organisation employing just under 800 people from around the world, and is set-up as a not-for-profit limited company funded as a joint venture between the UK Government through UK Research & Innovation (UKRI) and Wellcome.

We are now seeking a new Chief Executive Officer. As a world-renowned scientific leader, our new CEO will provide overall strategic leadership, vision, direction and management to Diamond, as well as having ultimate responsibility for the high-profile multimillion pound Diamond-II upgrade project.

The new Chief Executive Officer will succeed Professor Andrew Harrison, after almost nine years in the position.

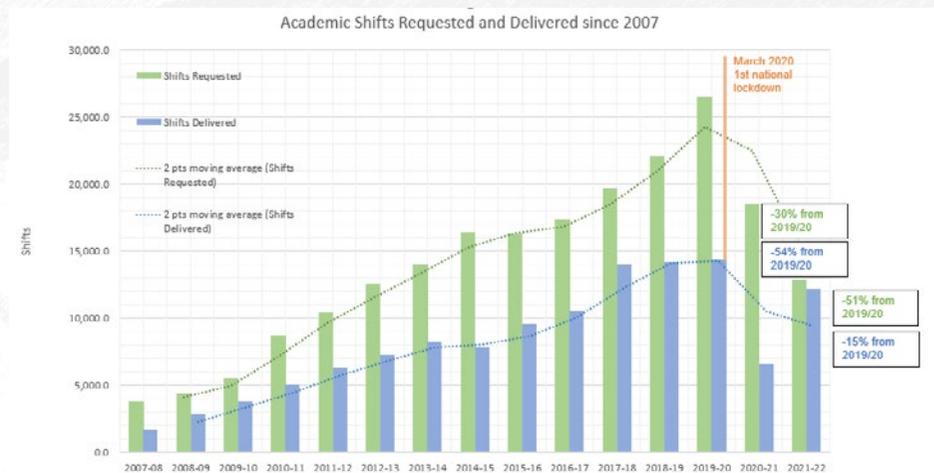


About Diamond

Diamond Light Source, the UK's national synchrotron science facility, is located at the Harwell Science and Innovation campus in South Oxfordshire. This state-of-the-art 3rd generation medium energy synchrotron light source, which was opened to users in 2007, hosts 33 cutting-edge research stations/beamlines supporting the life, physical and environmental sciences, engineering disciplines and other fields. One of the latest instruments to come online is the Dual Imaging and Diffraction (DIAD) beamline, which is positioned next to deliver first class science as it is the first of its kind.

2022 marks a double anniversary for Diamond – 15 years since opening our doors to the user community and 20 years since the company was set-up through the Joint Venture Agreement between now UKRI and Wellcome.

The past two years were challenging for everyone. At the peak of the pandemic in 2019-20, weekly operating hours were reduced to four days, and as a result there was less experimental time available, and the user programme was adjusted as a result. There was a limited call for proposals, which had an impact on the number of submitted and awarded proposals, as well as the number of awarded shifts. In the past financial year 2021-22, we were able to redress to better levels of operations with the help and support from staff. The most affected area of science has been



The graph above demonstrates the growth in the academic level of activity of the facility over the past 15 years.

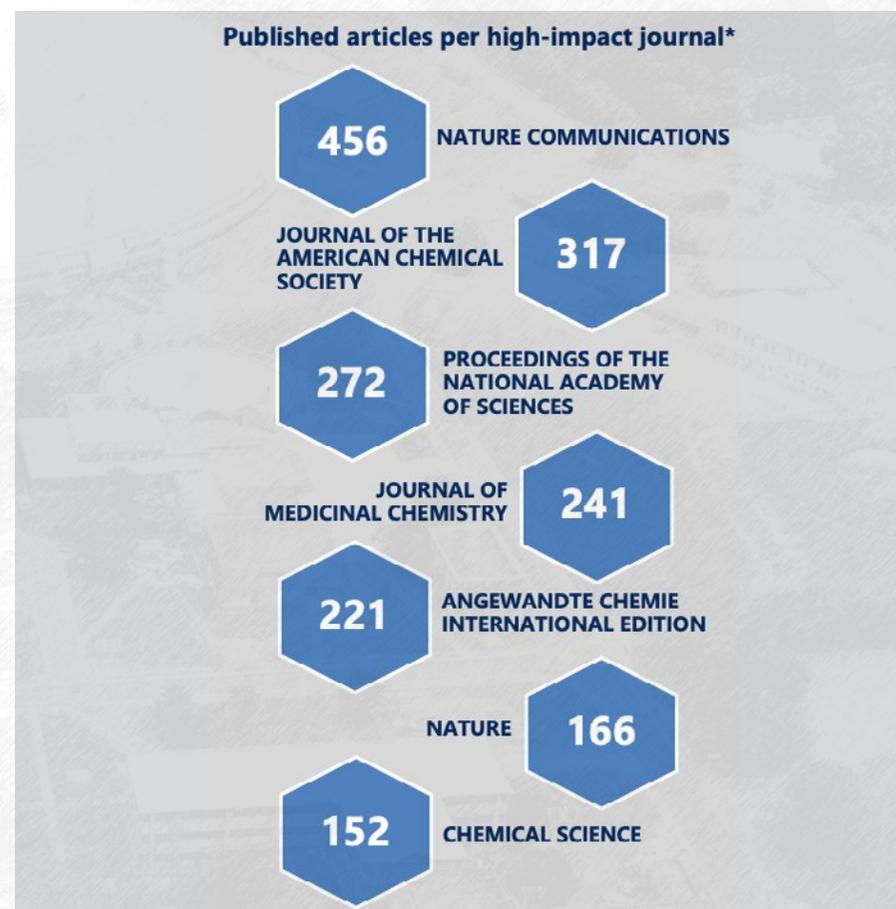
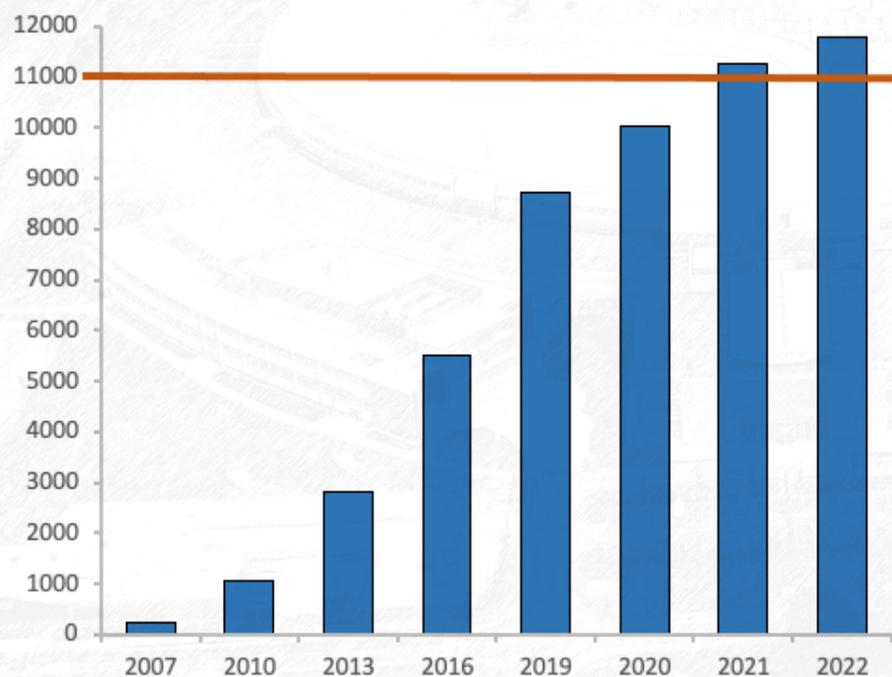
the Physical Sciences as more challenging and complex experiments were not possible for some of the year.



Altogether these instruments deliver first-class scientific output in the form of peer-reviewed papers. To date, **the facility has delivered over 11,700 peer-reviewed publications** and the graph below highlights the increase in outputs linked to the growth of instruments on offer. Diamond has made a commitment to publishing in **Gold open access with now 55% of publications** delivered by this mechanism. **Over 39% of the total published peer-reviewed articles** have been published in **journals with an impact factor 7 or above**.

To continue delivering the world-changing science that Diamond enables, we are co-ordinating a programme of development called [the Diamond-II upgrade](#). This investment will at least be of the order of half a billion and the programme combines a major machine upgrade with new instruments and complementary improvements to optics, detectors, sample environment and delivery capabilities, and computing, as well as integrated and correlative methods and services. This will be transformative in speed and spatial resolution and will offer users streamlined access to enhanced instruments for life and physical sciences.

Cumulative published journal articles

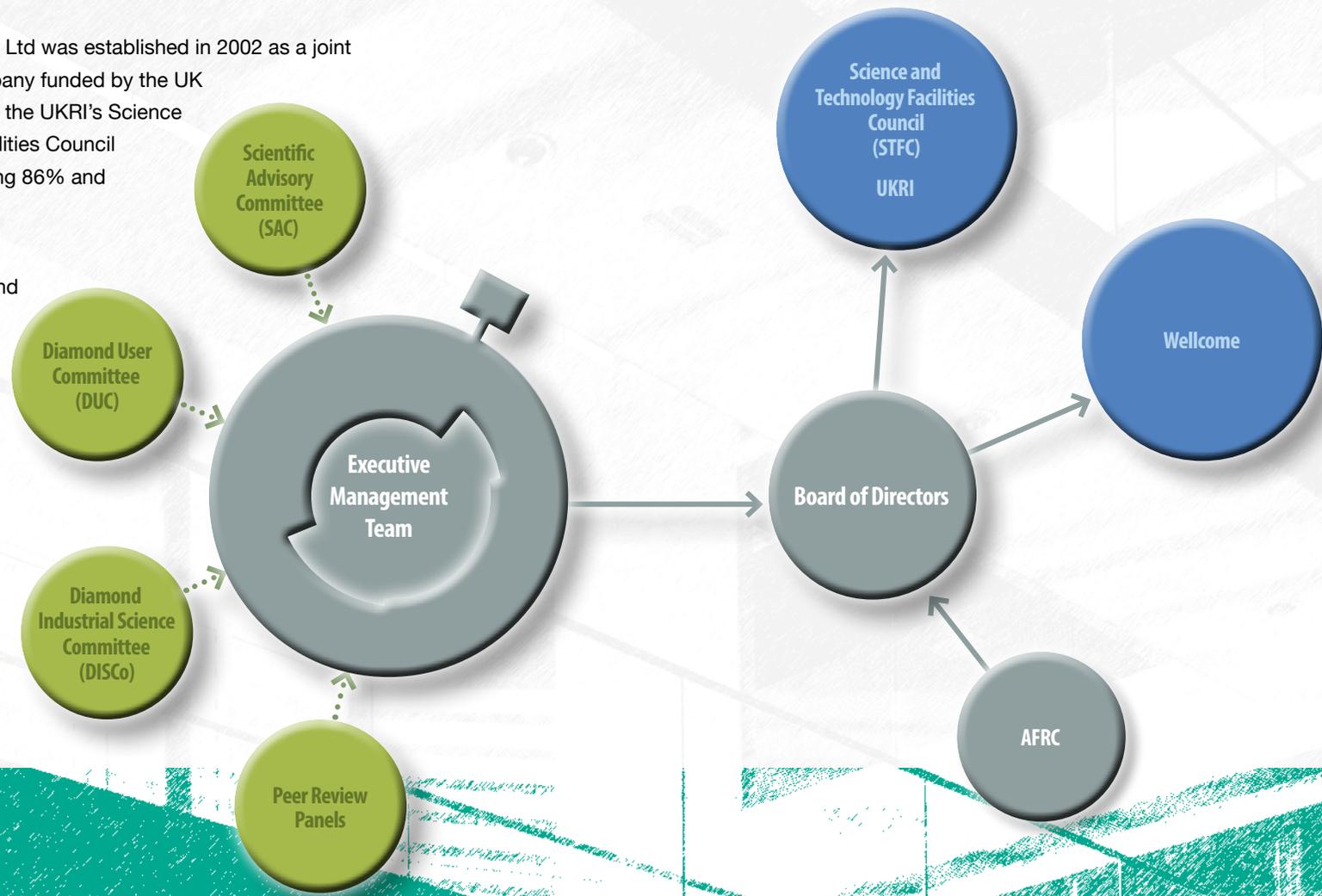


Governance

Diamond Light Source Ltd was established in 2002 as a joint venture limited company funded by the UK Government through the UKRI's Science and Technology Facilities Council (STFC) and by Wellcome, owning 86% and 14% of the shares respectively.

To ensure high standards of operation and research, Diamond engages with several advisory bodies. This page outlines the role each of these bodies plays in safeguarding Diamond's high quality scientific output.

The Executive is made up of the Technical Director, Life Sciences Director, Physical Sciences Director, Finance and Corporate Services Director and the CEO. They themselves report to the Diamond Board.



The Advisory Committees

The Scientific Advisory Committee (SAC)

The SAC advises the CEO and the Science Directors on scientific and technical issues. They provide advice on matters relating to:

- The specification, design, commissioning and operation of Diamond Light Source.
- Experimental and user support facilities.
- Opportunities for scientific exploitation of the facility.
- Other matters identified by the management team at Diamond.

Diamond Industrial Science Committee (DISCo)

As part of the process of engaging with the industrial science community, Diamond established the DISCo. The group advise the CEO and Directors of Diamond on all matters relating to industry and industrial users of the facility, including:

- Opportunities to engage industry.
- Industrial research priorities that will help shape the operational strategy of Diamond – including how best to exploit current beamlines, and how to develop the case for investment in future beamlines.

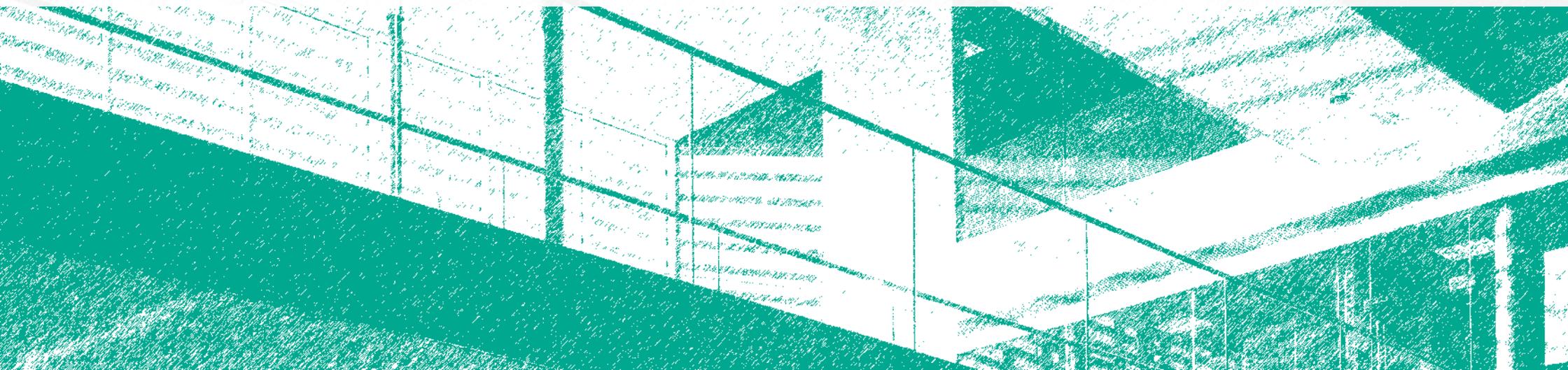
- Best practice for industrial engagement with Diamond, including research collaboration agreements with industry, the handling of intellectual property and the dissemination of research results.
- Other matters as agreed with the CEO and the Directors of Diamond.

Diamond User Committee (DUC)

Diamond recognises that close interaction with the user community is essential, both to providing a premium service and to reaping the maximum benefit from investment in Diamond. The DUC is a platform for discussion between Diamond and the user community on matters relating to the operation and strategy of the facility.

The DUC committee:

- Provides a platform for discussion between Diamond and the user community on operational and strategic matters.
- Advises on instrumentation, software, support facilities and on other strategic issues.
- Represents the views of users within the different science groups.
- Assists with the development and management of user workshops and meetings.
- Works with Diamond to extend the facility's impact to the wider community.



The Board of Directors

Prof Sir Adrian Smith	Chairman
Vacant	<i>Chief Executive Officer, Diamond Executive Director</i>
Andrea Ward	<i>Director of Finance and Corporate Services, Diamond Executive Director</i>
Marshall Davies	<i>Non-Executive Director</i>
Prof Michael Fitzpatrick	<i>Pro-Vice-Chancellor (Executive Dean) at Coventry University Non-executive Director</i>
Dr Morag Foreman	<i>Non-Executive Director, representing Wellcome Head of Discovery Researchers</i>
Prof Mark Thomson	<i>Executive Chair for Science and Technology Facilities Council (UKRI) Non-Executive Director</i>
Prof Keith S. Wilson	<i>Professor of Chemistry at the University of York Non-Executive Director</i>

The Diamond Board has established the Audit, Finance and Risk Committee, (AF&RC) a sub- committee of the Board, to support them in carrying out their responsibilities associated with risk, financial probity, control and governance.

The Management Team

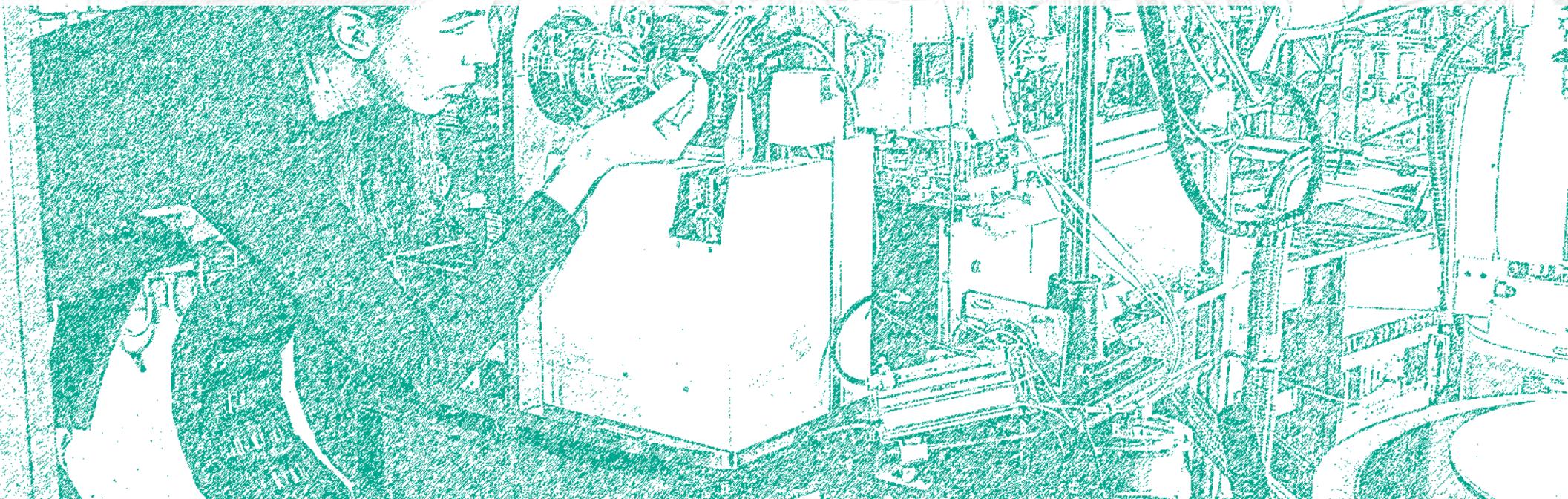
The Executive management team comprises, in addition to the CEO:

Professor David Stuart FRS joined Diamond Light Source as Director of Life Sciences in 2008. He retains a position as MRC Professor of Structural Biology at the Department of Clinical Medicine, the University of Oxford. His principal research interests, in addition to methods development, include the structure of viruses and their interaction with cells.

Professor Richard Walker joined Diamond Light Source as Technical Director in January 2002. He was a key member of the Daresbury Laboratory SRS team for over 12 years before joining Sincrotrone Trieste in Italy where as Director of the Light Sources Division he was responsible for the development of ELETTRA. Professor Walker is visiting Professor of Physics at the University of Oxford.

Andrea Ward joined Diamond Light Source as Director of Finance and Corporate Services in 2019, with 15 years' experience as a Senior Finance professional. During a 12-year tenure at Vertex Pharmaceuticals, she worked with the Board to lead finance and procurement functions in Europe, later moving to Canada with the business to assist with acquisition and commercialisation opportunities. Andrea has also worked at ResMed and the Ontario Lottery and Gaming corporation.

Dr Adrian Mancuso is the Physical Science Director at Diamond Light Source. He joined Diamond from the European XFEL facility in Hamburg where he held the position of Group Leader and Leading Scientist for the Single Particles, Clusters, and Biomolecules & Serial Femtosecond Crystallography (SPB/SFX) instrument Group. Prior to joining EuXFEL, Adrian undertook post-doctoral positions at the University of California and the Deutsches Elektronen-Synchrotron DESY.



The Divisional Structure

Day-to-day operational management is carried out through a Divisional structure, with four Divisional Directors (the Technical Director, the Life Sciences and Physical Sciences Directors, and the Finance and Corporate Services Director) who are brought together in the Executive team led by the CEO. In addition, there is a CEO Divisional Office. The Executive team meets twice per month.

The science activity is grouped into physical and life science, each led by a Science Director, who work together to deliver the overall programme. There are currently eight Science Groups representing the various facets of the science delivered at Diamond.

The Life Sciences include:

- Macromolecular Crystallography
- Soft Condensed Matter
- Biological Cryo-imaging

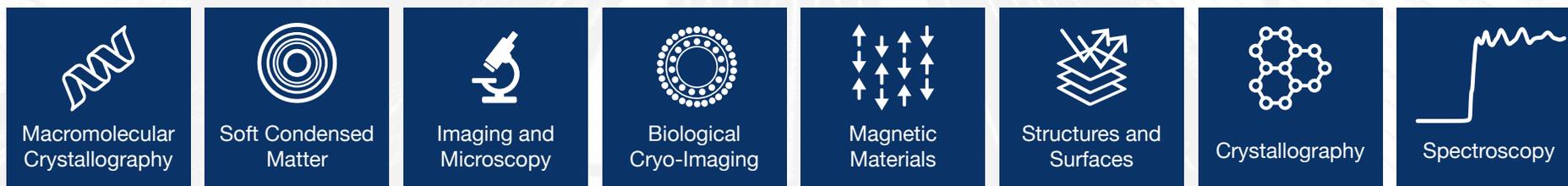
The Life Sciences directorate also includes responsibility for the Scientific Software, Controls and Computation that underpins the delivery of science by the facility.

The Physical Sciences include:

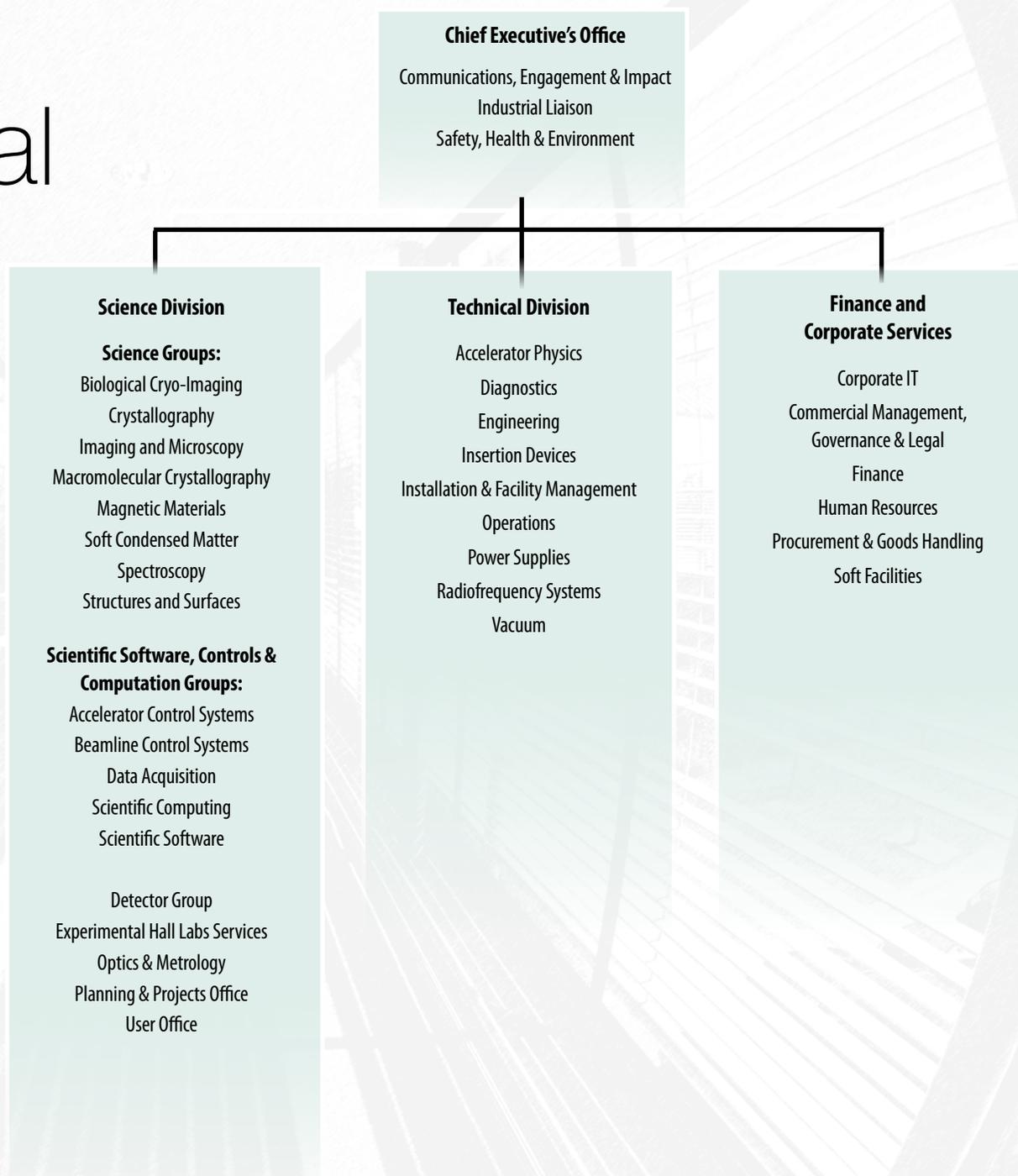
- Structures and Surfaces
- Magnetic Materials
- Crystallography
- Spectroscopy
- Imaging and Microscopy

In addition to these scientific areas, the Physical Sciences directorate leads on some of the technology underpinning the instruments on offer. This includes detectors, optics and metrology and the test beamline B16. Added to this the directorate for Physical Sciences includes the project management office, the coordination of scientific infrastructure, and user office.

- The Technical Division oversees the LINAC, Booster and Storage ring as well as the installation and facilities management, diagnostics, accelerator physics, engineering, insertion devices, power supplies, radiofrequency systems, vacuum and operations group.
- The Finance and Corporate Services directorate incorporates the finance, procurement & goods handling, HR, corporate & business IT and the soft facilities and commercial management, governance & legal groups.
- The CEO division encompasses Health, Safety and the Environment, Industry Liaison, and Communications, Engagement & Impact.



Outline Organisational Chart



The Chief Executive Officer

In the prestigious position of Chief Executive Officer of Diamond, you will be responsible for providing overall strategic vision, leadership, direction and management to the company and its staff. You will work with the company's Chairman and hold responsibility for reporting to the Diamond Board on the operations and financial status of the company.

You will also hold ultimate responsibility for the multi-million-pound Diamond-II upgrade project as Senior Representative Officer (SRO) and Accounting Officer.

Further responsibilities will include:

- Managing Diamond's Science, Technical and Finance and Corporate Services Directors and directing the appointment of other senior staff.
- Holding overall responsibility for the Diamond budget.
- Liaising with representatives of the UK's Department for Business, Energy & Industrial Strategy, UK Research and Innovation and Wellcome.
- Liaising with leaders at other synchrotron and research facilities.
- Leading Diamond's CEO divisional office.

Selection Criteria

The successful candidate will have the following essential qualities:

- Proven leadership of a large laboratory or scientific facility.
- Demonstrated successful leadership of a major complex scientific project.
- Experience in managing teams with an ability to develop potential.
- Proven record of scientific achievement at international level.
- Experience in developing scientific strategies.
- Experience of work with national funding agencies.
- Experience in the prioritisation of research programmes with the ability to work to deadlines and within funding constraints.

- Ability to influence and negotiate at the highest level.
- Vision and ability to identify scientific and technical opportunities and drive such developments.
- Vision and leadership to continue to develop successful organisational structures.
- Ability and scientific standing necessary to gain and retain the confidence of the organisation.

Desirable

- Experience of synchrotron radiation science/research and beamline design.

Further Information

- The salary will be commensurate with experience and the seniority of the post.
- This opportunity is on a permanent contract basis.
- The extent of the Company's claims to intellectual property and associated issues will be set out in the contract of employment.
- The role holder is required to abide by the terms and conditions of the Company's policies and will be required to make a personal declaration on an annual basis about any potential conflict of interest they may have within their area of responsibility.
- An excellent benefits package is offered to support a positive work/life balance, including a generous leave allowance and Christmas closure, flexible working hours and an exceptional public sector pension scheme. There is also access to a range of amenities on site.
- Assistance with relocation and visa costs will be offered where applicable.

How to Apply

Saxton Bampfylde Ltd are acting as an employment agency advisor to Diamond Light Source on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and covering letter, and complete the online equal opportunities monitoring form*.

The closing date for applications is noon on Monday 13 February 2023.

*The online equal opportunities form will not be shared with anyone involved in assessing your application. Please complete this as part of the application process.