



Genomics England: Appointment of Chief Technology and Product Officer

Date: September 2024

Reference: WAGAK



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Introduction

Thank you for your interest in Genomics England and the Chief Technology and Product Officer role.

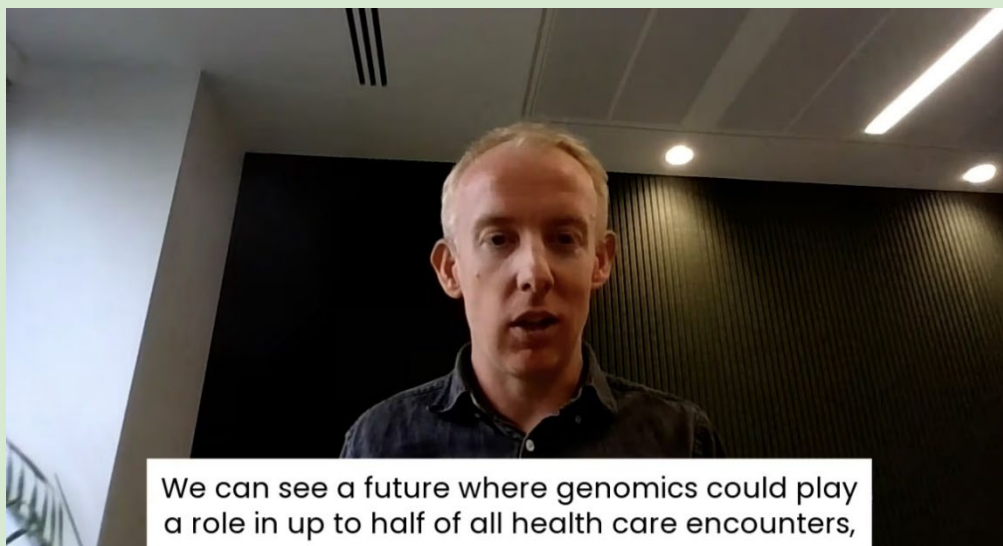
Our mission is to accelerate the translation of genomic innovation into routine care to improve health by working with the NHS, participants and the life sciences community.

We do this by providing products and services that support the NHS and researchers to do their work and by running large research programmes that answer important questions about the future use of genomics.

We're on the cusp of big changes with the real prospect of genomics becoming the fabric of everyday healthcare through the lifetime - from birth to old age.

The Chief Technology and Product Officer is a crucial new role for the organisation to help us deliver our mission and the big changes we see ourselves as enabling.

Please see a video introduction from our CEO, Dr Rich Scott, below.



Background

The [100,000 Genomes Project](#) launched in 2013. This was the world's largest national sequencing programme, and Genomics England was formed to guide it in partnership with the NHS.

Our focus is to integrate genomic information into clinical practice to improve diagnosis, treatment and care.

Nearly a decade on, we continue this mission at the forefront of the UK's genomics ecosystem. We've built on the incredible foundations laid by the 100,000 Genomes Project, enabling others to deliver advances in genomic healthcare both nationally and internationally.

A future where genomics is used across a lifetime



Strategy

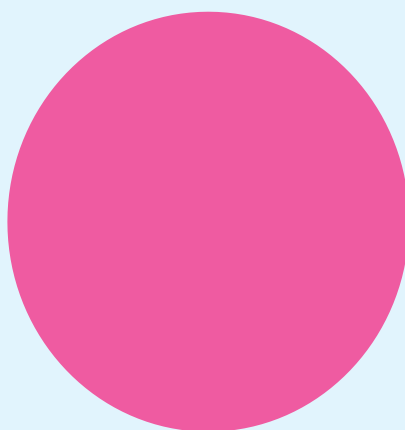
Our vision is a world where everyone benefits from Genomic healthcare. In this world our role is as the data and evidence engine for national genomic healthcare, research and innovation. We work in partnership with others, by delivering services through which genomic data and research are translated rapidly into clinical insights and new research and medicines, driving better outcomes in the NHS and, indirectly, other healthcare systems around the world. We measure our success by the real-world outcomes we enable or achieve directly.

Our mission is to:

- Enable genomic healthcare and research by providing great services to the NHS and the ecosystem.
- Validate, scale and engage on public views and ethics on novel approaches to deploying genomic medicine into the mainstream.

Our role is the data and evidence engine for national genomic healthcare, research and innovation.

Read about our Strategy here: [GE-Comms - GELs current strategy](#)



Our initiatives

[Cancer 2.0](#)

Since the launch of the [100,000 Genomes Project](#), researchers and clinicians have partnered with Genomics England to collect and analyse genomic and long-term clinical data (from health records) to gain insight into the nature of genetic changes that drive cancer evolution.

In the next step of our cancer programme, we are exploring two new technologies for the clinic and research: long-read sequencing and multi-modal data.

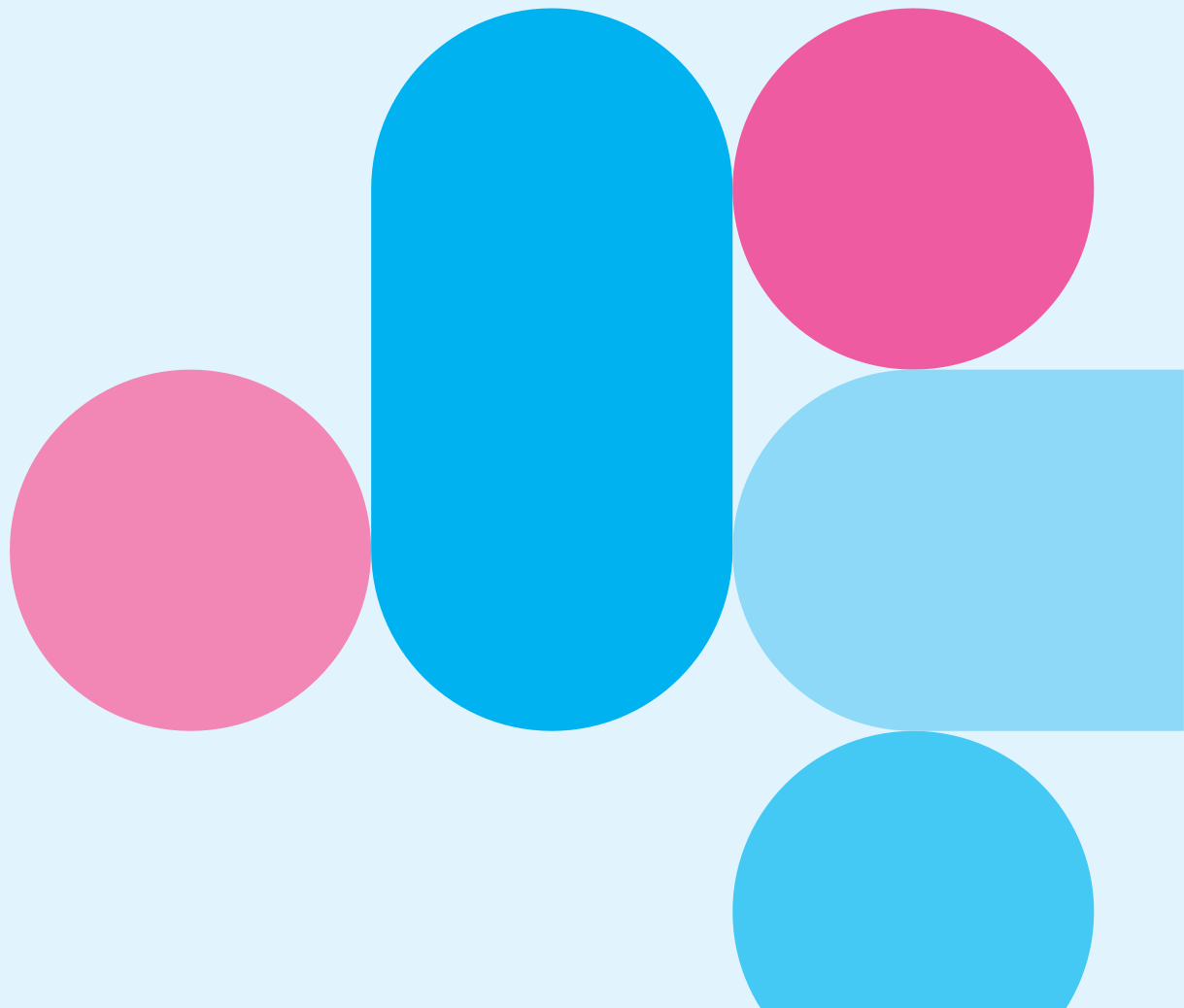
[Diverse Data](#)

Our vision is that all patients, regardless of their background, receive the same quality of genomics-enabled personalised medicine, supported by the latest research on people like them. [Strategy paper linked here.](#)

[Newborn Genomes Programme](#)

We will be delivering the Generation Study to sequence the genomes of 100,000 newborns to look for a specific set of rare genetic conditions that affect babies and can be acted on.

We have already begun a journey with parents, the public, people with lived experience of rare disease, researchers, and health professionals to explore the many practical, ethical, and societal questions our study raises and work out how best to deliver it.



Participant panel and their stories: (link to YouTube)

Participants in genomic medicine and research come from a variety of backgrounds but share a common interest in wanting the benefits of genomic medicine to be available quickly and widely – for themselves, their families, their communities and society as a whole.

In return, we make sure that participants have a say in how their data is shared and in shaping the programmes that use it, because it leads to better decisions about how genomics can have an impact on our healthcare and our lives. [Read more about our Participant Panel here.](#)

Further documents:

[Genomics England Annual Report 2022](#)

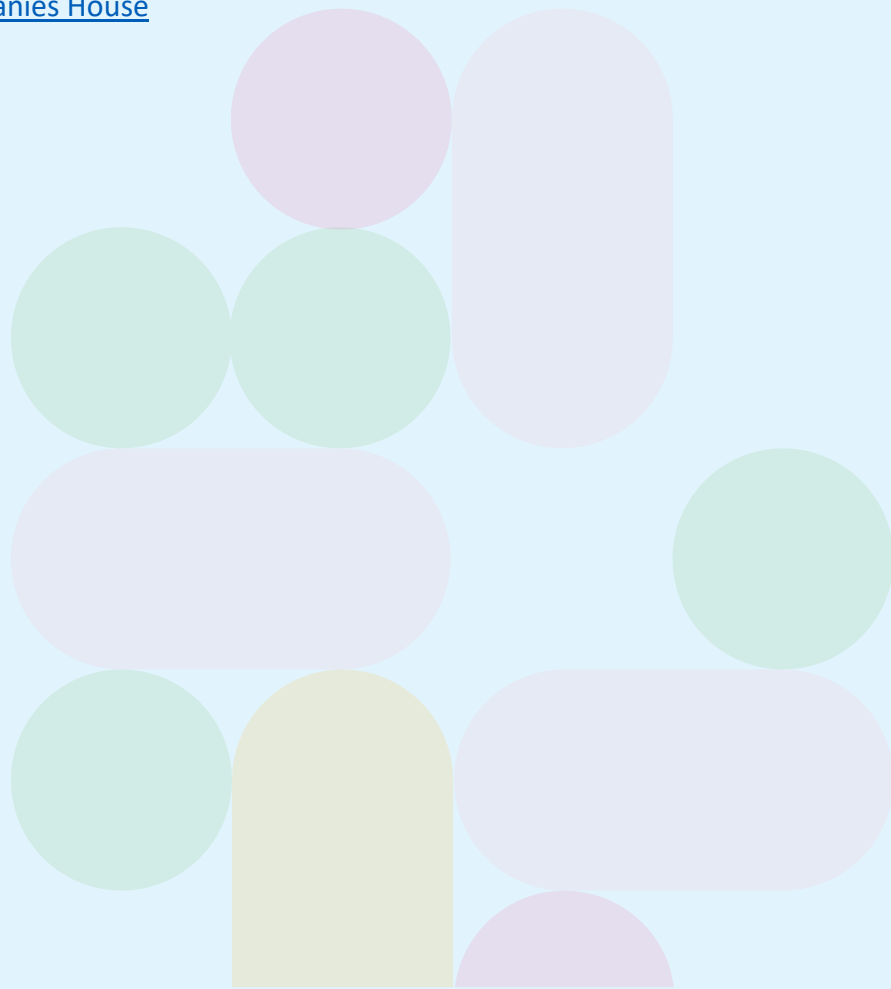
[Genome UK: The Future of Healthcare](#)

[Life Sciences Vision 2021](#)

[Accelerating Genomic Medicine in the NHS \(2022\)](#)

[Data Saves Lives](#)

[GENOMICS ENGLAND LIMITED Companies House](#)



Job description

Chief Technology and Product Officer

Reports to: Chief Executive Officer

Direct Reports (number): c.240 (including c.7 direct reports)

Contract type: Permanent

Full/ Part time + FTE: 1.0 FTE

Essential Qualifications/ Memberships: Active member of the technical, data and product community, preferably with experience in healthcare or large data organisations

Overall job purpose

The Chief Technology and Product Officer is responsible for ensuring that Genomics England has a solid and secure technology and product offering. This offering should span healthcare, research and innovation and enable Genomics England to offer maximum impact to patients and partners in research, industry and the NHS. This will be particularly important as the expected impact of genomics scales in the coming 5-10 years. The post holder will ensure that Genomics England builds products and technology, through collaborative and results driven teams, that delight its clients. They will be responsible for running efficient and effective platforms and delivering impact at scale.

Key accountabilities

Strategic Leadership

- Oversee Genomics England's technological, data and product needs, opportunities and challenges – bringing together the who, what and why with the how to ensure product (and therefore business and user needs) are enabled by technology
- As part of the Executive Leadership Team, shape Genomics England's wider business strategy
- Develop, share and execute the strategic technological and product roadmap for the business
- Identify opportunities for technological advancements that provide competitive advantages
- Ensure that the technology and product ecosystem is robust, secure, scalable, and poised for future growth
- Bring a vision of change which enables the organisation to shape a sound technological strategy in line with needs

Lead Delivery of Genomics England's Underpinning Technology Platform and Products

- Set the vision and deliver the underpinning technology platform and products within Genomics England that are required to support our internal and external services
- Ensure these end-to-end platforms are able to accommodate and provide responsive and innovative approaches
- Ensure that the end to end product development process from ideation to deployment is efficient, aligned and delivers value to our clients

Team Leadership and Development

- Build, lead, and mentor a lean, high-performing technology and product team capable of executing the company's vision.
- Promote a culture of continuous learning, innovation, and operational excellence within the technology department
- Collaborate with ecosystem members and senior leadership to align technology with business goals and priorities
- Bring together decisions around people, tools, product development technical aspects to ensure aligned expectations, goals and activities and confirm delivery roadmaps

System Architecture and Product Portfolio

- Design and oversee the integration of supply chain, logistics, and all partner systems
- Ensure and embed the different technical and product leadership roles to ensure that there is clear accountability, output and connection
- Optimise the technology stack and product portfolio, ensuring seamless interoperability between systems and services
- Prioritise automation to maximise efficiency and accuracy across all integrated systems
- Innovate technology solutions that enhance the customer experience and journey inclusive of mobile applications
- Ensure GEL's platforms and products operate at higher than service level agreements.

Overarching Technological Estate Management

- Ensure the technology and data estate is configured and managed appropriately, following clear standards
- Embed a security and resilience mindset across all engineers and Genomics England employees reinforced by clear and consistent operating standards. Review these regularly
- Ensure all tech directorate work to and track standards and continually evolve these to ensure the best possible tech estate that delivers for our clients

- Set and communicate cross-organisation metrics to measure delivery of the roadmap and the performance of the technology estate

Stakeholder Management

- Act as the primary technological point of contact for stakeholders including ecosystem, board members, and partners
- Work closely with peers in NHS to ensure that GEL tech systems are aligned and supportive of the overall strategic direction

Risk Management and Compliance

- Ensure all technological solutions adhere to industry regulations and best practices
- Develop and maintain policies and procedures to mitigate security risks and data breaches
- Stay updated and ensure compliance on relevant legal regulations, especially concerning data protection and privacy
- Manage and lead an inclusive, high performing team, ensuring that we have the right skills in place to deliver our mission
- Manage and ensure good governance and compliance with all relevant requirements including budgets, workforce plan, and all data and IT requirements
- Know and understand the meaning behind our virtues and leadership behaviours and embody them in all aspects of your role.



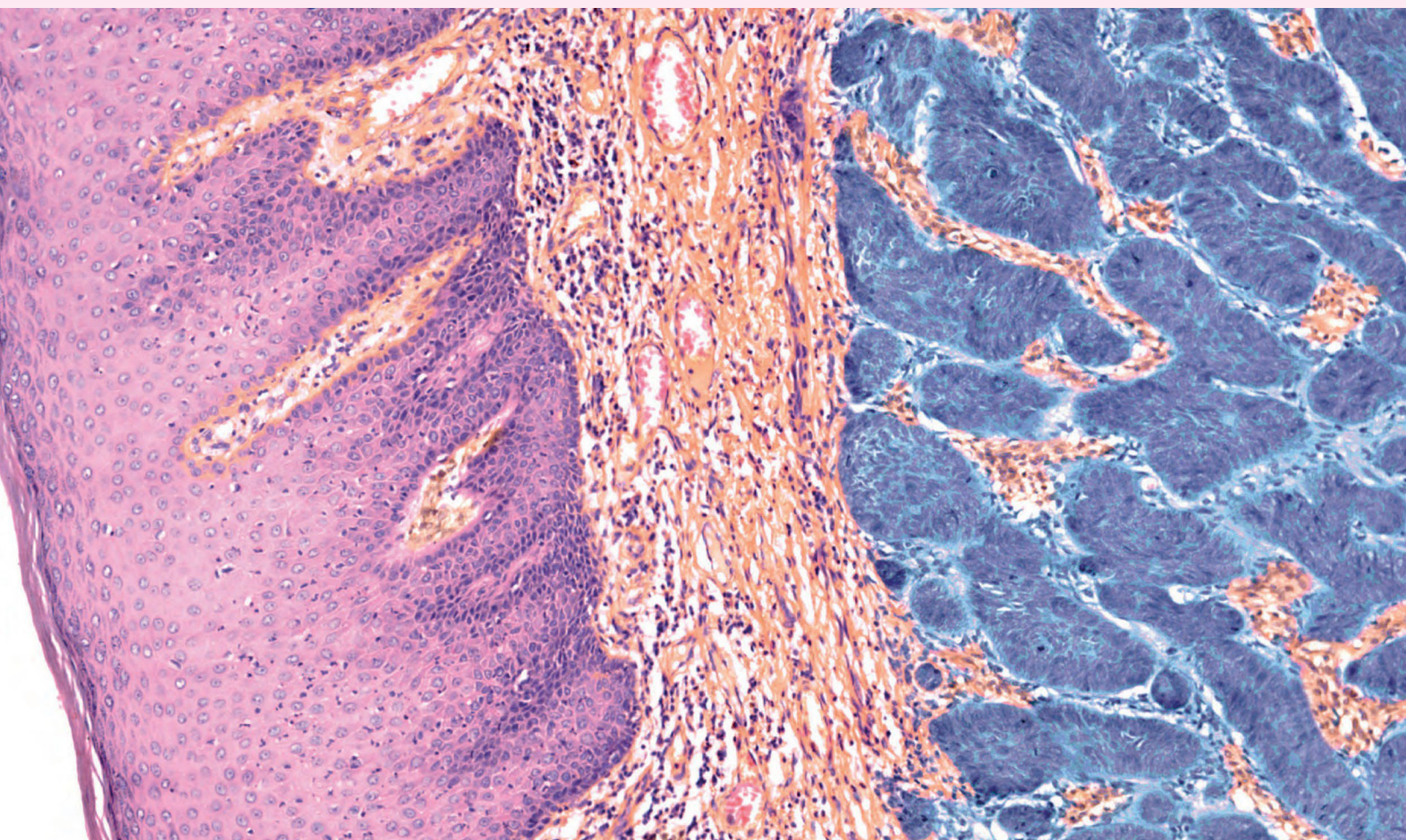
Person specification

Technical Expertise

- **Technology architecture and infrastructure:** Proven ability to design, develop, and manage complex technology systems and infrastructures.
- **End-to-end product development and lifecycle:** Experience in overseeing the full product lifecycle from ideation to delivery and ongoing support.
- **Delivering client value through technology:** Ability to leverage technology to solve client problems and drive value.
- **Industry experience:** Background in life sciences or equivalent to understand the unique challenges and opportunities in these sectors.

Leadership & Management

- **Change management:** Proven track record in driving and managing change within an organisation.
- **Stakeholder management and negotiation:** Strong skills in engaging with internal and external stakeholders and negotiating effectively to achieve favourable outcomes.
- **People and team leadership:** Ability to lead, inspire, and manage multidisciplinary teams, fostering a collaborative and productive work environment.
- **Coaching:** A commitment to mentoring and developing team members to reach their full potential.
- **Crisis management:** Ability to handle crises with a calm, strategic approach to minimise risks and ensure business continuity.

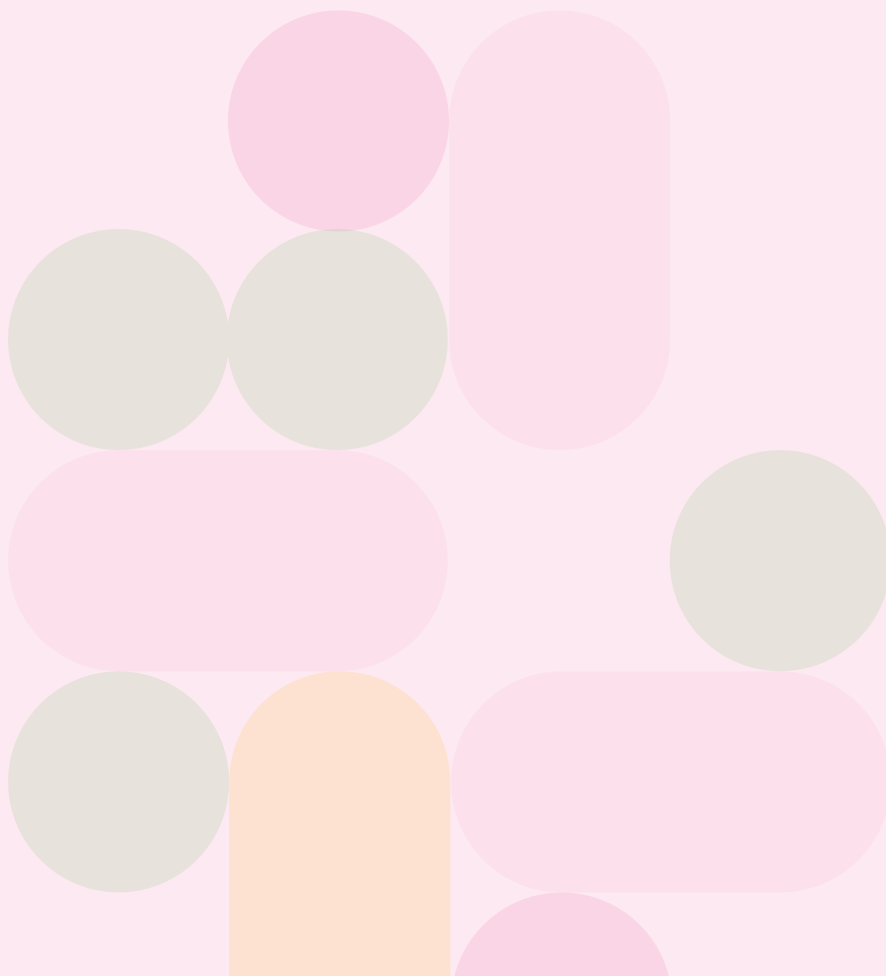


Business Acumen

- **Strong commercial acumen:** Deep understanding of the commercial aspects of technology and business operations, with the ability manage a multi-million pound budget.
- **Strategic problem solver:** Ability to think critically and solve complex challenges with long-term strategic solutions.
- **Leading in an accredited environment:** Experience working within a regulated environment, ensuring tech and product ways of working are compliant and meet relevant standard.

Communication & Decision-Making

- **Communication and strategy:** Exceptional ability to clearly articulate strategies and provide clarity across all levels of the organisation.
- **Prioritization and problem-solving:** Skilled in making decisions under pressure and encouraging collaboration in problem solving.
- **Results-oriented:** Focused on achieving outcomes and delivering value to the organisation while ensuring expectations are clear.





Terms of appointment

Location: Leeds, London, or Cambridge

Salary: Competitive

Benefits:

- 30 days' holiday (plus bank holidays), with additional days for long service awards
- A generous pension scheme of up to 15% combined contribution
- Life Assurance (3 x salary)
- Individual learning budgets for every colleague, a Blinkist account and a wide variety of courses on our portal
- A wide variety of wellness benefits including Gympass, a Headspace account, free weekly Yoga classes
- Enhanced maternity & paternity benefits
- Blended working arrangements

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.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Genomics England on this appointment.

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

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

The closing date for applications is noon on **Friday 11th October 2024**.

* The diversity 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.

