



BRITISH  
PHARMACOLOGICAL  
SOCIETY

# Appointment of Chief Executive Officer

August 2025  
Reference ZBVWA



Saxton Bampfylde

# WELCOME

Thank you for your interest in the role of Chief Executive of the British Pharmacological Society (BPS). The BPS is a vibrant community of over 4,000 members from 60 nations, working in diverse ways to advance pharmacology and bring new medicines from bench to bedside. The BPS is seen as one of the most prominent pharmacological societies worldwide, and our members have driven many of the major global drug discoveries.

The BPS unites people committed to therapeutic innovation through the many events we hold throughout the year, especially our annual Pharmacology meeting. We publish three major journals and take an active role in shaping science policy. A notable feature of our Society is the strength of engagement of our Early Career Members and our commitment to supporting them through their career journey, helping us to maintain a relevant and sustainable offering to our community.

We respond to challenges in our field. For example, in response to major prescribing issues we inceptioned and co-lead the UK Prescribing Safety Assessment jointly with the Medical Schools Council. This assessment is taken by all UK medical students and all international medical graduates – totalling around 10,800 candidates per year. There is evidence this assessment, together with other measures, has improved prescribing safety, which was recently validated by the Dacre Review.

Another challenge we have been focusing on is the 6.5% of UK hospital admissions that are due to adverse reactions to medicines, creating a significant burden on the NHS. We co-led a report on personalised prescribing with the Royal College of Physicians, recommending adoption of testing for known gene variants that might lead to adverse reactions or ineffectiveness.

We are now seeking an inspirational and transformative leader with a scientific background, who can take the BPS to a completely new level, working with our Council and senior leadership team. This is an exciting time as we have just received a substantial donation endowing the new Sir David Jack PhD Scholarship, offering 40 PhD studentships over the next 10 years.

Thank you so much for your interest in joining us and transforming lives through the British Pharmacological Society.



**Professor Sir Mark Caulfield**  
President (Trustee) 2024-2025



**Professor Cherry Wainwright**  
President-Elect (Trustee) 2024-2025



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We are a charity with a mission to promote and advance all disciplines of pharmacology in the discovery, development and use of medicines. We lead the way in the research and application of pharmacology around the world.

We are a friendly and collaborative global community, with over 4,000 members from more than 60 countries worldwide.



# ABOUT US

Pharmacology sits at the forefront of efforts to help everyone live healthier, longer lives. We use the term in its broadest sense, encompassing all aspects of the science of drugs and medicines, and we recognise that pharmacologists work across multidisciplinary boundaries. The discipline makes a unique contribution both to the discovery of new medicines and to optimising the use of existing ones to deliver better patient outcomes.

The British Pharmacological Society exists to promote and advance all disciplines of pharmacology in the discovery, development and use of medicines. Founded in 1931, we have grown into a vibrant, global community at the heart of the field. Our journals reach audiences worldwide, one fifth of our members are based outside the UK, and we proudly represent the pharmacology community with more than 4,000 members from over 60 countries.

Our objectives are designed to support the Society in the delivery of our purpose, and in turn, they bring advances in science, medicine and healthcare. We go into the wider public benefits in our Strategic Plan 2022 – 2044, which can be found [here](#).

The Society supports its 4,000 members by offering access to scientific meetings, networking events, opportunities for career development, access to journals, bursaries, education and training, and being part of a community. This enables members to deliver better science, leading to public benefit.

## Strategy

We are focused on the future – on increasing our impact, growing membership, and developing innovative approaches to diversify income. Our 2026–2030 strategy is currently in development and will be finalised by the end of 2025. The incoming CEO will have the opportunity to further refine this strategy, ensuring it is ambitious, forward-looking, and fit for the next chapter of our growth.

For more information, our latest annual report can be found [here](#).



# WHO WE ARE

## Our vision

A world in which pharmacology and therapeutics drive and support progress in science, medicine and healthcare, for the benefit of all in Society.

## Our values-led approach

Our values make it clear how the Society will deliver on its vision and purpose. Our values will be evident in what we do, how we do it, and how we work together. Our members work in partnership with staff and partner organisations to:

### Unify

We foster collaboration across disciplines, sectors, and communities. Our members work with, and in partnership with staff and partner organisations to all those involved in drug development and therapy.

### Nurture

We support our members at every stage of their career. We nurture the next generation of researchers, educators and professionals who aspire to push the boundaries of drug discovery and therapeutic innovation through our membership support and access to a lifelong network of peers and inspirational leaders.

### Progress

We champion innovation in science, education, and policy. We take a progressive approach to our work, always looking to move the dial forward through the exchange of knowledge and provision of cutting-edge research and education materials.

### Social

We celebrate shared successes, facilitate connection, and support inclusion. We recognise that the advancement of science requires collaboration of individuals within and across teams, we provide formal networks and social environments for members to connect and share their passion and knowledge for pharmacology with one another.

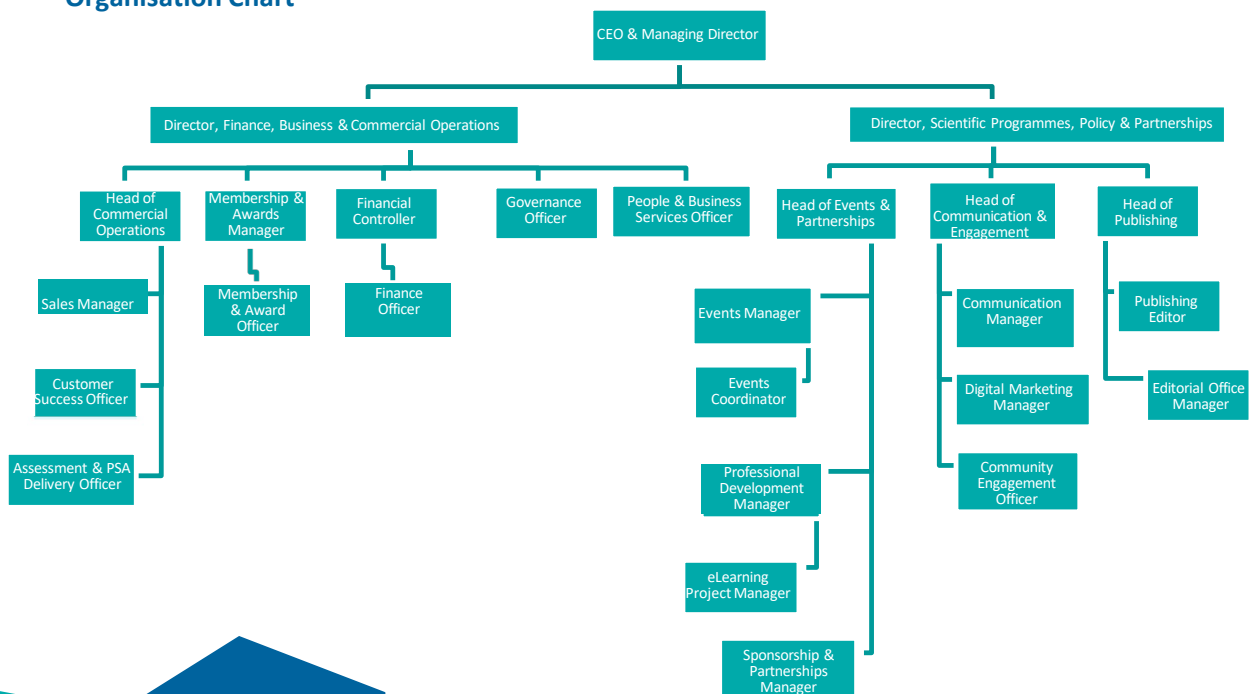


# OUR STRUCTURE

## The Role of CEO

- Reporting to:** Council (Board of Trustees of the BPS) through the President
- Line management:** Director of Finance, Business and Commercial Operations & Director of Scientific Partnerships, Policy and Programmes.
- Responsible for:** Strategic leadership and operational management and delivery for the Society and its subsidiaries (the 'Organisation') in line with the aims, objectives and strategies laid out by Council

## Organisation Chart



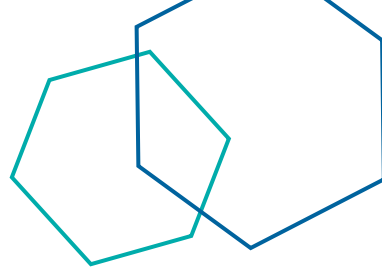


# THE ROLE

**Reporting to the Society's President and Council, the CEO provides visionary, strategic leadership and effective management of the organisation and its staff. You will champion the interests of our members, guide trustees in navigating emerging risks and opportunities, and safeguard the Society's financial strength. You will also foster a positive, high-performing organisational culture, ensuring that values, behaviours, and ways of working support both staff wellbeing and the delivery of our mission. Externally, you will be the face and voice of the BPS, building its profile and influence with a diverse community of stakeholders in the UK and internationally – from government and industry leaders to funding bodies, academia, and fellow organisations across the biosciences.**

## Main responsibilities

- Develop, lead and implement a transformative long-term strategy for the Society's membership and its subsidiaries, in conjunction with Officers, Council as a whole and Senior Leadership Team colleagues. Ensure regular review of the strategy and development of appropriate metrics for monitoring annual plans and targets.
- Take a leadership role in promoting the Society and its subsidiaries, and protecting and enhancing its reputation, by representing the Organisation appropriately to external stakeholders.
- Working with the Senior Leadership Team, provide direction and leadership to staff to achieve annual goals and KPIs.
- Ensure the financial health and viability of the Society and its subsidiaries in conjunction with relevant staff members and stakeholders.
- Lead and deliver the Society's ongoing strategy to developing innovative, sustainable and ethical new sources of revenue and ensure that more of the Society's activities are self-sustaining.
- Provide strong leadership of the staff team, focusing on developing and motivating a high performing team to maintain a positive culture and enable them to thrive
- Oversee good governance of the organisation, keeping up with charity and company law, advising trustees of any changes needed in governing documents and structure, working to ensure well-run election and a good volunteer base for committees
- Champion the Society's commitment to the Equity, Diversity & Inclusion agenda.



## THE ROLE CONTINUED

### **Working with BPS Council, Management Group, and other governance where agreed**

- In conjunction with relevant stakeholders, present an annual operating plan for approval by the Board.
- In conjunction with the Director of Finance, Business and Commercial Operations, present an annual budget for approval by the Executive/Board.
- Ensure appropriate monitoring and reporting on the progress of the organisation and on all matters relevant to the discharge of its responsibilities.

### **Leading and managing the organisation:**

- Ensure that a long-term strategy is in place which working alongside the Senior Leadership Team (SLT) and Trustees can guide the Organisation to deliver the Society's charitable and financial objectives.
- Be responsible, in conjunction with the SLT for the overall financial health of the Organisation.
- In conjunction with the Director of Financial, Business and Commercial Operations ensure that expenditure is controlled in line with approved budgets and that opportunities to maximise revenue are identified and exploited.
- Ensure, in conjunction with the Governance functions in the Society, that the organisation discharges its constitutional and legal obligations, and that the governance of the BPS reflects current good practice.
- Undertake the full range of fiduciary responsibilities as a registered Director of relevant trading subsidiaries, where agreed with the BPS Board of Trustees.
- In conjunction with the SLT, ensure that the Organisation's risks are identified and managed effectively, and that appropriate consideration of all risk is undertaken by Council, its committees, subsidiaries and all relevant personnel.

### **Promotion and representation of the BPS:**

- Deliver and maintain highly effective networks with all supporters, members, customers and stakeholders.
- Seek opportunities to expand and promote the role of the Organisation and the discipline.

- In conjunction with Governance functions in the Society, monitor and advise on the composition of the Council and other Committees/Boards where relevant, committees, succession planning, and the process of Board appraisal and development.
- As Managing Director of BPS Assessment Ltd and in conjunction with its Board of Directors, lead the BPSA team to ensure performance targets and KPIs are delivered in a timely and appropriate manner, and regularly review organisational sustainability.

- Take a lead role in or provide oversight for contract and other negotiations relating to the Organisation's core business.
- Provide leadership directly to Directors and ensure leadership to all staff and ensure correct processes, systems and resources are in place to enable delivery of work and maintain a strongly joined up and effective working culture.
- Keep under review and performance appraise the work of all staff, with particular responsibility for the performance of the Directors.
- Ensure that the Organisation has the resources (human, material and financial) to operate as effectively as possible within a financial and strategic framework agreed by trustees.
- Establish and maintain, in conjunction with the Director of Finance, Business and Commercial Operations, a HR system which ensures leadership, maximises the potential of staff and supports recruitment and retention of talented staff and is in keeping with the mission and values of the Organisation.

- Ensure that the Organisation is presented in an appropriate and professional manner to its stakeholders, both directly and through the online sources.

*The above list of duties is indicative only and not exhaustive. The CEO is expected to carry out all such additional duties as are reasonably commensurate with the role.*



# PERSON SPECIFICATION

**We are looking to appoint a self-propelled, dynamic Chief Executive, who has a scientific background, ideally related to pharmacology/drug discovery and a clear track record of innovative leadership, teambuilding and entrepreneurial skillsets that enable a major step change for the BPS.**

## **Skills, experience and education**

### **Essential:**

- Educated to degree level
- A scientific background, including a strong interest in, and strategic and operational knowledge of, biology, sciences or clinical sciences and the UK Bioscience sector, including the roles of Government, Industry, Universities, the Research Councils and other funding agencies
- Proven inspirational leadership and change management skills to develop high-performing teams
- Experience setting and managing the successful delivery of strategic plans
- Wide experience of staff management across a range of activities
- A track record of innovating and generating net income through the diversification of revenue streams
- Proven experience in external representation and stakeholder engagement
- A proven commitment to EDI

### **Desirable:**

- Understanding of Pharmacology as a discipline and interplay with other life/biomedical sciences in drug discovery
- Experience of managing a membership-based organisation
- Business management experience in industry, academia, publishing and/or the not-for-profit sector including income diversification

- Detailed knowledge of financial reporting and accounting systems
- Direct experience of organisational relationship management, including an ability to build consensus

### **Personal attributes**

- Able to command confidence and have credibility with the Membership and the wider science community
- Able to influence and negotiate at all levels
- The highest standards of verbal and written articulacy
- Performance and results-oriented and data/evidence driven
- Ensures good decisions are made and that they are communicated and enacted well with thorough buy-in from others
- Inspirational, persuasive, able to motivate, influence, and constructively challenge others.
- Embodiment of the Society's values: Unify, Nurture, Progress, Social.

*We encourage applications from individuals from all backgrounds who are inspired by our values and behaviours; we are a high-performing, ambitious and forward-thinking organisation, who value teamwork and collaboration.*



# TERMS OF APPOINTMENT

The role is permanent and full time. We offer a competitive package c£130,000.

The position is based at our central London office, with opportunities for hybrid working. This role involves some overnight and weekend stays away from home.

**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 the British Pharmacological Society on this appointment.**

Candidates should apply for this role through Saxton Bampfylde's website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **ZBVWA**.

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

The closing date for applications is noon on **Wednesday 17<sup>th</sup> September**.

*\* 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.*

## **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.





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