



INSTITUTE FOR ANIMAL HEALTH

Director of Science

POST REF: 2009 SENIOR RECRUITMENT POST 09P/0022

The Institute for Animal Health (IAH) is one of six research institutes of the Biotechnology and Biological Sciences Research Council (BBSRC) and is at the forefront of research into infectious diseases of animals.

IAH is currently based on two sites: Compton (near Newbury) and Pirbright (near Woking) and employs over 400 staff and, at any one time, hosts to up to 50 students and visiting scientists. In July 2009 Government announced an award of £100m+ to IAH to build a new laboratory at Pirbright (to be completed by 2013) that, together with new high-containment facilities for livestock, will provide a unique campus and one of the highest-quality environments for livestock disease research anywhere in the world. In September 2009 the Institute announced its intention to close the Compton campus in 2013 and to focus only on viral diseases of livestock at the new state-of-the-art Pirbright campus.

During this exciting time for IAH and an assured nationally recognised role for science delivered from the Pirbright campus, several new scientific appointments will be made during the next two years both to reinforce current areas of work and to open up new areas of virology in line with national priorities of food security, dealing with the impacts of climate change on the emergence of new pathogens and their vectors and the increasingly important "One medicine" agenda that will see greater engagement between the veterinary and human health research sectors.

PURPOSE AND OBJECTIVES

To help shape and lead our future at Pirbright, we now wish to recruit a scientist of the highest calibre to the senior Executive post of Director of Science.

The Director of Science will support the Institute Director to ensure the continued delivery of high quality research outputs and outcomes, promote an environment of academic excellence and scientific quality; develop the careers of high performing staff; liaise with funders, academic, commercial and other stakeholders and collaborators to help develop the portfolio of external research funding and be part of defining the future direction of the Institute. It is expected that the Director of Science will lead their own scientific group and it is anticipated that around 20% of time will be ring-fenced for this purpose.

The Director of Science is accountable to the Director of IAH and has operational control of all research and development activities of IAH.

Specific high-level objectives are:

- Support the Institute Director in the effective management and development of IAH at Pirbright as an internationally recognised research centre
- Further enhance the quality of science across all of the IAH research programme
- Deliver against targets agreed with BBSRC, Defra and other funders as part of the IAH Science Strategy and in accordance with IAE requirements
- Develop and ensure that research plans and programmes are coordinated effectively and are commensurate with the IAH remit and the facilities/resources available
 - Review and revise the science strategy and establish priority areas for use of core strategic grant income
 - Review and revise the procedures for monitoring the delivery of the science strategy and examining the cost-effectiveness of the research effort.
 - Manage the Programme heads to ensure that best practice is applied throughout IAH to scientific leadership, staff management and development, quality control, health and safety and biosecurity
- Act in place of the Institute Director for science matters when the Institute Director is absent

ORGANISATION POSITION

The Director of Science reports to the Institute Director and is a member of the Institute Executive Board. The Director of Science and the Director of Operations have shared responsibilities for the day-to-day running of IAH.

The Director of Science has direct line management responsibility for the Heads of the IAH four multidisciplinary Institute Strategic Programmes, each of which spans basic, strategic and applied research with strong integration across the major scientific disciplines and with the explicit purpose of producing high quality research that increases understanding of pathogen-host interactions and contributes to improved control and/or reduction of impact of infectious diseases.

The Director of Science will have operational control of all IAH research and development, enabling the Institute Director to be the external “face” of the institute and to concentrate on external (national and international) research liaisons and the development of strategic scientific partnerships.

DUTIES AND RESPONSIBILITIES

The Director of Science responsibilities include:

<p>Responsible for enhancing the quality of science across the Institute’s research programme, which will include:</p> <ul style="list-style-type: none"> • Promoting an environment of academic excellence and scientific quality • Developing and ensuring that research plans and Programmes are commensurate with IAH’s remit and the facilities/resources available • Working with the Institute Director to review and revise the top-level science strategy and prioritising areas for use of core strategic grant income • Working with the Institute Director to implement necessary changes to the organizational structure from any revision to the science strategy • Reviewing and revising the procedures for monitoring the delivery of the 	<p>50%</p>
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<p>science strategy and examining the cost-effectiveness of the research effort.</p> <ul style="list-style-type: none"> ● Allocation and withdrawal of core funding to targeted areas of science to enhance excellence (in accordance with agreed research priorities and objectives) ● Developing the careers of high performing staff ● Developing further the portfolio of external research funding ● Supporting the Institute Director in the effective management and development of IAH as an internationally recognised research centre ● Working with the senior team to deliver the new Institute Strategic Plan ● Delivering against targets agreed with BBSRC and Defra, as part of IAH's Science Strategy and in accordance with IAE requirements ● Managing the Programme heads to ensure that best practice is applied throughout IAH to scientific leadership, staff management and development, quality control, health and safety and biosecurity ● Act in place of the Institute Director for science matters when the Institute Director is absent ● Delivery of institute-wide publication targets which will involve co-ordination across all research areas ● Delivery of targets for winning external research grant income from, e.g., BBSRC Responsive Mode, Defra, EU, industry, etc., including identifying opportunities for collaboration across Programmes and with other BBSRC institutes ● Responsibility for identifying need for facilities and equipment 	
<p>Responsible for scientific administration including:</p> <ul style="list-style-type: none"> ● To provide a interface between Research Programmes and the Institute Executive, to ensure that business planning decisions reflect scientific priorities and resources (and vice versa) ● Development of IAH science training and development strategy and taking the lead on the scientific promotion process across the Institute ● Succession planning for scientific leadership ● Ensuring satisfactory progress of the Institute's cadre of PhD students ● Developing a culture of scientific exchange of ideas ● Dealing with all serious disciplinary, grievance and capability issues within the IAH research community (with HR manager) ● Line management of a team of heads of Institute Strategic Programmes and others, including senior Administrative support to the Director of Science post; Head of Corporate Affairs and Communication; Head of Animal Services ● Senior management champion of an enhanced health and safety/Biosecurity culture and Quality Assurance 	40%
<p>Liaison:</p> <ul style="list-style-type: none"> ● Support the Institute Director in external liaison with Universities, other Research Councils and Research Institutes, Government Agencies, etc in the development of scientific partnerships. ● Specifically, to provide further top-level interactivity with the Veterinary Laboratories Agency 	5%

<p>Acting in place of the Insitute Director</p> <ul style="list-style-type: none"> On the occasions when the Institute Director is absent abroad the Director of Science will act in his place and take responsibility for all science-led decisions that would otherwise be taken by the Institute Director. 	5%
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PERSON SPECIFICIATION (QUALIFICATION AND EXPERIENCE)

SELECTION CRITERIA	ESSENTIAL/ DESIRABLE	TESTED AT
Qualifications and Experience:		
A PhD or equivalent in a relevant branch of biosciences	E	SIFT
Significant and relevant post-qualifying bench experience in a recognised R&D environment	E	SIFT
An excellent record of research productivity	E	SIFT
A high-quality research reputation (based on citation indices, invited lectures, honorary positions, awards)	D	SIFT
Specific skills:		
Evidence of experience and vision in the management of science and the ability to think and operate strategically	E	INTERVIEW
Evidence of the ability to manage and direct a diverse R&D operation which has significant interface with user communities	E	INTERVIEW
Evidence of leadership qualities in a multi-disciplinary environment	D	INTERVIEW
Evidence of experience of change-management, including and understanding of the key steps involved, influencing, strategic vision and change communication	E	INTERVIEW
Evidence of excellent oral and written communication skills, including the ability to communicate effectively and persuasively with funding bodies, peer-review groups, government agencies, etc	E	INTERVIEW
Evidence of networking and influencing skills and the ability to build effective collaborative links	D	INTERVIEW
Evidence of entrepreneurial skills and expertise	D	INTERVIEW
Evidence of ability to reconcile significant conflicting priorities and, where necessary, to make and stand by difficult or unpopular decisions	E	INTERVIEW
Evidence of awareness of key human resource management issues and capacity to apply "best practice" principles in HR management	D	INTERVIEW
Evidence of basic financial acumen and the ability to set business goals and priorities and manage within prudent financial policies	D	INTERVIEW
Evidence of an understanding of issues such as IP, Public Understanding of Science and of BBSRC's role in research	D	INTERVIEW

careers and training		
Personal Skills:		
Time management skills	E	INTERVIEW
Reliability under pressure	E	INTERVIEW
Decision making and problem solving skills	E	INTERVIEW
Ability to delegate	E	INTERVIEW
Highly developed negotiation and conciliation skills	E	INTERVIEW
Business planning skills	E	INTERVIEW
Special requirements:		
Capacity to travel extensively within UK, with long hours and occasional overnight stays	E	INTERVIEW

Employees shall actively participate in the IAH-wide quality assurance system in conjunction with the Institute Quality Manager. Employees are also expected to safeguard their own health and safety and security by following IAH policies and all employees are responsible for the Health and Safety and security of staff under their management.

The Institute is engaged in Research work on a number of virus diseases of live stock, several of which, in particular foot-and-mouth disease, are highly infectious to livestock, therefore compliance with the Disease Security Regulations is an essential requirement of employment.

The Employee must not live on any premises where any cloven hoofed animals are kept, such as cattle, sheep, pigs, goats or deer, and must not visit any premises where such animals are kept within three days of entering the restricted area of the laboratory, or within five days of entering the restricted animal accommodation.

BENEFITS OF THE POST

The post is graded at Band 2 and is an indefinite contract. Starting salary is £66,000 - £82,500 and is negotiable depending on qualifications and experience. On appointment, the candidate will be eligible to join the Research Council's Pension Scheme with a choice of either:

an attractive, index-linked defined benefit pension scheme that currently has a 3.5% member contribution rate. The bulk of the cost of this scheme is met by the employer:

or

a stakeholder pension with a contribution from the employer. Our basic contribution is based on your age, and we pay this regardless of whether you choose to contribute anything. You do not have to contribute if you do not wish to but, if you do, we will also match your contributions up to an additional 3% of pay.

Annual leave is 27 days on appointment plus 10.5 days public and privilege holidays. The Institute has a subsidised child care scheme, staff restaurants and free parking. Staff work a 37 hour week, Monday to Friday.

Closing date:

22nd January 2010

ADDITIONAL INFORMATION

For additional information or an informal discussion of how the Institute operates and the opportunities for the successful candidate please telephone or write to the Institute for Animal Health, Compton, Berkshire, RG20 7NN (tel. 01635 578411) or email iah.vacancies@bbsrc.ac.uk.