



Science and
Technology
Facilities Council

Science and Technology Facilities Council

Executive Director
National Laboratories, Science and
Technologies

Candidate Prospectus
February 2023





Contents

Welcome message from Mark Thomson, STFC Executive Chair.....	3
About UKRI.....	4
The UKRI context.....	4
About STFC and The National Laboratories.....	4
About the Role	6
Responsibilities	6
Your Skills and Experience	7
Terms of Appointment.....	8
Benefits	8
Timescales and Selection	8
How to Apply.....	9
Equality, Diversity and Inclusion	10
Complaints Procedure.....	10

Welcome message from Mark Thomson, STFC Executive Chair

Dear candidate,

I am delighted that you are interested in the role of Executive Director, National Laboratories, Science & Technology, part of the Science and Technology Facilities Council (STFC).

It's an exciting time to join STFC's National Laboratories directorate as we combine world-class research facilities across the UK run by some of the world's most talented staff, operating at the frontiers of advanced science and technology. As Executive Director, you will be at the helm of this research and the partnerships needed to maintain and build on the success of the research institute.

We are looking for an inspiring Executive Director with the technical credibility to lead the directorate through the delivery of multi-million-pound technology infrastructure projects, whilst managing and motivating a large and diverse team of high-impactful capability. You will also need to demonstrate substantial stakeholder management and interpersonal skills, to really engage with our wider networks, including STFC's staff and communities. As a member of STFC's Executive Board, you will be a visible leader with a corporate responsibility for the directorate, playing a key role in setting the direction and decision-making in line with STFC's Strategic Delivery Plan. It's an opportunity to bring together science, technology and leadership, and the Executive Director will have a meaningful role in the future of science and technology.

To ensure that we benefit from different perspectives, expertise and experiences, we particularly welcome applications from candidates who are under-represented at senior levels in the research and innovation system including women, minority ethnic and disabled candidates.

Thank you for your interest in this role, and I look forward to meeting you at a later stage of the process.

Best Regards,

Professor Mark Thomson

Executive Director, STFC

About UKRI

The UKRI context

[UK Research and Innovation \(UKRI\)](#) is the UK's largest public funder of research and innovation. We invest more than £8 billion annually to advance our understanding of society and the world around us to deliver benefits for society, the economy and the environment.

Our organisation comprises nine councils – the UK's innovation agency, Innovate UK, the seven disciplinary Research Councils and Research England, which is responsible for supporting research and knowledge exchange at higher education institutions in England. As a UK-wide organisation, we work across the four UK nations and with the devolved funding bodies and governments to understand and support different priorities that span research and innovation in different parts of the UK.

Through our Councils and the critical national capabilities provided by our centres, units and institutes, we deliver, support and champion the creativity and vibrancy of research and innovation in the UK, for the benefit of society.

UKRI is a non-departmental public body sponsored by the Department for Business, Energy and Industrial Strategy (BEIS)

Find out more in our new 5-year strategy, [Transforming Tomorrow Together](#)



About STFC and The National Laboratories



STFC is one of Europe's largest research organisations, trusted to support, enable and undertake cutting-edge projects in a range of diverse fields.

As one of the nine bodies of UKRI, STFC's research seeks to understand the Universe from the largest astronomical scales to the tiniest

constituents of matter, yet creates impact on a very tangible, human scale.

Our mission is to discover the secrets of the Universe, to develop advanced technologies, and to innovate to solve real-world challenges.

STFC's goals for the next 3 years are set out in our [Strategic Delivery Plan 2022 – 2025](#). This covers new initiatives in our fundamental science programme, new investments in facilities in



our National Laboratories, and our ambitions to grow our links to business and industry at our Research and Innovation campuses. The Plan reflects the exciting opportunities for STFC to contribute towards delivering UKRI's Strategy and the scale of our investment that will provide the UK with a series of world leading capabilities through to 2050 and beyond.

One of our directorates is the National Laboratories Directorate led by Dr Alan Partridge, responsible for Large Scale Facilities. Another is the National Laboratories Directorate for Science and Technology, currently led by Dr Neil Geddes.

The National Laboratories provide research facilities and capabilities that, because of their scale, complexity, strategic character or cost, are operated as a national research resource.

These facilities and capabilities include access for external users to neutron scattering and light source facilities, laser facilities, accelerator research facilities and high-performance computing. They also include national technical capabilities in:

- nuclear physics
- particle physics
- astronomy
- accelerator science
- instrumentation
- space technology

The primary mission of the laboratories is to facilitate national research capability, and they therefore complement and collaborate with the university research base.



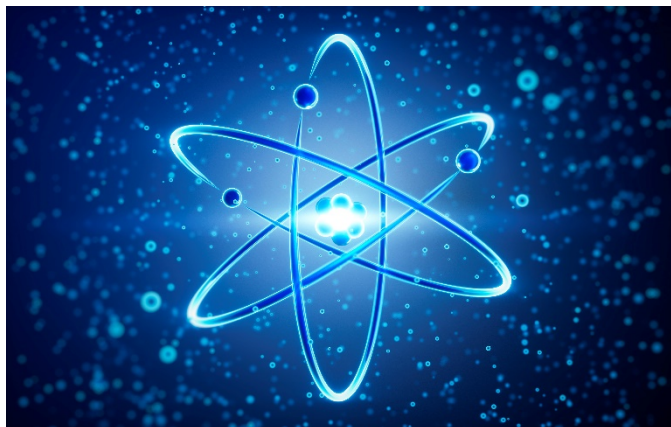
National Laboratories consists of:

- [Accelerator Science and Technology Centre](#)
- [Central Laser Facility](#)
- [Hartree Centre](#)
- [ISIS Neutron and Muon Source](#)
- [National Quantum Computing Centre](#)
- [Particle Physics Department](#) including [Boulby Underground Laboratory](#)
- [RAL Space](#)
- [Scientific Computing Department](#)
- [Technology](#)
- [UK Astronomy Technology Centre](#)

About the Role

Due to the forthcoming retirement of STFC's current Executive Director, National Laboratories Science and Technologies, we have an excellent opportunity to provide visible leadership of STFC's National Laboratories science and technology programmes.

As a member of STFC's Executive Board, the role will hold corporate responsibility for strategic planning and decision making, implementation of STFC's Strategic Delivery Plan and monitoring, evaluation and improvement of corporate performance.



The Executive Director of Science and Technologies will have responsibility for the development and exploitation of a range of advanced technologies including accelerators, detectors and instrumentation, specialist engineering, optics, quantum technologies, computing and digital infrastructure. These cannot be reliably procured on the open market and underpin STFC's science programmes and facilities.

These responsibilities are split over four geographical sites and include the Accelerator Science and Technology Centre (ASTeC) at Daresbury Laboratory, Technology Department at Daresbury and RAL, underpinning Digital Infrastructure at all sites, the Hartree Centre at Daresbury, Particle Physics Department at RAL and Boulby, Scientific Computing Department at Daresbury and RAL, the National Quantum Computing Centre at RAL and the UK-Astronomy Technology Centre in Edinburgh.

Responsibilities

Directorate Responsibilities

- Be accountable for strategic direction and delivery within STFC's National Laboratories, and act as strategic lead for the organisation in this regard
- Provide leadership within STFC's National Laboratories and high-level management of staff. Inspire, empower and develop the Science and Technologies Directorate team, including direct line management of Departmental Directors
- Lead high impact projects for UKRI and STFC to maintain current capabilities and develop future opportunities as required
- Provide sound financial, safety and risk management of the Directorate of circa 1100 staff and a substantial asset base, delivering a number of significant technology infrastructure projects with multi-million pound budgets
- Ensure that all objectives and outputs of the Directorate make a tangible contribution to STFC's Strategic Delivery Plan
- Exploit synergies across departments where these generate opportunities or improve results
- Use the standing, reputation and involvement of the National Laboratories to enable and enhance influence over international scientific and investment decisions



- Strengthen strategic partnerships with key national and international organisations to achieve joint delivery of shared strategies and objectives
- Work closely with the fellow National Laboratories Executive Director Large Scale Facilities to maximise the organisational effectiveness of the National Laboratories and shared delivery of STFC objectives
- Deliver a coordinated and collaborative approach across Departments, instilled at all levels of management, operations and programmes

Corporate Responsibilities

- Act as a role model and champion for STFC's organisational values, equality, diversity and inclusion principles
- Act as a senior ambassador for STFC at international, national and local levels
- Work in close collaboration with other Executive Directors to:
 - Provide strategic support to drive our people performance
 - Strengthen strategic relationships including those with key universities and overseas facilities
 - Maximise the exploitation and impact of our science for industry
- Reflect and enable the vision and objectives of UKRI
- Undertake leadership or support other ad-hoc activities as directed by the Executive Chair
- Work closely with the Department Directors and STFC Business Partners to ensure that STFC and UKRI have a safe and healthy working environment for all staff, workers and visitors to all STFC sites and delivery of STFC's environmental agenda

Your Skills and Experience

Candidates will be required to demonstrate the following criteria throughout the recruitment process.

Essential application criteria:

- First degree or PhD in a science/technology/engineering-related subject
- Proven extensive track record of strategic delivery in a senior scientific or technical leadership position in a scientific or similar organisation
- Proven excellent leadership skills with an ability to motivate, utilise and develop capability within a large and diverse team of technical and scientific staff
- Broad-based understanding of STFC's scientific and technical domain to enable oversight of performance and effective communication internally and externally
- Proven track record of positively influencing stakeholders and attracting external collaborators/investment
- Delivery of Large-scale technical projects or infrastructure (projects are £10m+)

Interview Criteria:

- Able to operate at strategic level within a technical organisation with a record of translating organisational vision and strategy into operational requirements with the ability to gain the respect of STFC's staff and communities
- Strategic financial and resource planning, with an appreciation of governance and risk management, are desirable

- Results-focused with an excellent track record of continuous improvement and making challenging decisions effectively
- Enthusiastic, motivated, adaptable and proactive with the ability to work flexibly in a changing environment
- Excellent interpersonal skills, able to influence, build and maintain strong working relationships with a wide range of stakeholders; collaborative and consultative, an excellent communicator
- Motivational and inspirational leader with proven experience successfully leading and developing impactful teams to deliver high-quality and resilient business-as-usual operations, and to enhance service delivery

Terms of Appointment

Contract Type: The post is an open-ended contract

Salary: from £95,000-£120,000 per annum, depending on skills and experience

Hours: Full time - we support flexible working, and we would encourage applicants to have a conversation with us to discuss FTE and flexible/compressed hours

Location: On-site at Rutherford Appleton Laboratory, Didcot

Additional Conditions: We anticipate that by applying for this position, applicants are willing to travel regularly in the UK and occasionally overseas.

Benefits



STFC offers a benefits package designed to provide an excellent work/life balance including 30 days' annual leave plus public holidays, flexible working hours, exceptional pension scheme and social and sporting activities and societies. Please visit our [benefits page](#) for more information.

At STFC, we are a very creative, collaborative and friendly team where people are encouraged to learn new skills and expertise. It takes a wide range of skills to put together teams of people to

deliver our programmes, and as such everyone is valued for their input regardless of their role in the organisation.

Timescales and Selection

The selection process will consist of an interview and presentation. Interviews will be held at the Rutherford Appleton Laboratory. *Please note, dates subject to change.*

Process	Date
Closing date	14 th March 2023
Panel interviews	12 th April 2023
Start date	June 2023

How to Apply

Please submit your application via the **Careers Portal** ([click here](#)) by 14th March 2023.

You will need to supply:

- A curriculum vitae
- A supporting statement

Your curriculum vitae and supporting statement must each be no longer than two pages in length.

Your supporting statement should:

- Cover how you meet all the criteria listed under the person specification
- Be tailored to the role, describe what you would bring, describe your vision for the role, highlight any previous career achievements etc.
- State where you saw the role being advertised

Please note, failure to provide a cover letter/supporting statement, or failure to address the above points may result in your application not being considered further.

Disability Confident Employer

As users of the Disability Confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for our vacancies. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.



Equality, Diversity and Inclusion



UKRI believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to flourish and succeed within an ethical and trusted working environment that is attractive and accessible to everyone who is interested in developing their career with us.

We also value diversity of thought and experience and are committed to creating systems that value difference so that everyone can feel welcomed, included and

nurtured throughout their time with us.

We know actions speak louder than words. For further information, please visit the UKRI web page: '[How we support EDI in the workforce](#)'

Complaints Procedure

If you feel you have reason to complain, you should direct your concerns in the first instance to the Senior Appointments team (SeniorRecruitment@ukri.org) who will make every effort to deal with this and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under [UKRI Complaints Procedure](#).