



Science and
Technology
Facilities Council



diamond



Non-Executive Director – Life Sciences to serve on the Diamond Light Source Ltd Board of Directors as a UKRI-nominated appointment

Candidate Prospectus
April 2025

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About Diamond Light Source

Diamond Light Source is the UK's national synchrotron science facility. By accelerating electrons to near light-speed, Diamond generates brilliant beams of light from infra-red to X-rays which are used for academic and industry research and development across a range of scientific disciplines including structural biology, physics, chemistry, materials science, engineering, earth and environmental sciences.

A joint venture between UKRI and the Wellcome Trust, Diamond is a private limited company with its own Board of Directors and UKRI and Wellcome as shareholders. Diamond is located at the Harwell Science and Innovation Campus in Oxfordshire.

The facility, which was established in 2002 and opened to users in 2007, hosts 33 cutting-edge synchrotron-based instruments plus a range of advanced electron microscopes which are used by over 14,000 academic and industrial researchers.

Currently a 3rd generation medium energy synchrotron light source, in 2023 Diamond received confirmation of funding of just over £500m to upgrade the facility to a state-of-the-art 4th generation high brilliance source. The upgrade project, known as Diamond-II, will combine a new machine and new beamlines with a comprehensive series of upgrades to optics, detectors, sample environments, sample delivery capabilities and computing, which will ultimately generate an even more brilliant light source at a higher energy.

The synchrotron is free at the point of access through a competitive application process, provided that the results are published in the public domain. Diamond has around 850 staff. 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 Director of Finance & Corporate Services) who are brought together in the Executive team led by the CEO, who also leads a CEO Divisional Office.

Further information about Diamond, including the corporate structure, Diamond-II, the company's vision and strategy, short biographies of members of the Board, the Executive management team and details about the suite of beamlines at Diamond can be viewed at www.diamond.ac.uk.

About UKRI and STFC

UK Research and Innovation (UKRI) is an independent, non-departmental public body, which invests £8bn per annum in research and innovation. We bring together nine executive council partners (the seven Research Councils, plus Innovate UK, and Research England) with a shared vision to ensure the UK maintains its world-leading position in research and innovation. UKRI also provides coordinated strategic advice to the Secretary of State for Science, Innovation and Technology on the balance of funding between research disciplines.

We employ 8,000 staff who support some of the world's most exciting and challenging research projects. We develop and operate some of the most remarkable scientific facilities in the world and work collaboratively with industry, academia and government in exciting partnerships. We are pushing the frontiers of human knowledge through blue skies research and delivering benefits for UK society and the economy through world-class research and business-led innovation.

Science and Technology Facilities Council

The Science and Technology Facilities Council (STFC), part of UKRI, supports research, innovation and skills in the fields of particle physics, astronomy, nuclear physics and space science. It also designs, builds, operates and exploits world-leading, large-scale research and innovation facilities in the UK on behalf of the entire UK scientific community, regardless of discipline.

Through research and innovation, STFC seeks to understand the universe from the largest astronomical scales to the tiniest constituents of matter, and yet it creates impact on a very tangible human scale. From cancer treatment to airport security, high-tech jobs to hydrogen-powered cars, energy generation to accident-scene emergency care; STFC's impact is felt within and beyond the UK in many aspects of daily life.

STFC provides oversight of the Diamond Light Source, through its participation on the Diamond Light Source Board, and nomination of Non-Executive Directors on UKRI's behalf. In addition, STFC manages other large-scale facilities in the UK, such as the ISIS Neutron and Muon Source and the Central Laser Facility, as well as managing the UK's investment in a range of other International user facilities.



About the role

UKRI, through STFC, is seeking to appoint a new non-executive Director to the Board of Directors of Diamond Light Source Ltd in the research area of **Life Sciences**.

Diamond is a limited company registered in the UK and governed by a Board comprising eight Directors including: two Executive Directors (the Chief Executive Officer and the Director of Finance and Corporate Services), five non-Executive Directors (four nominated by UKRI (STFC) and one nominated by Wellcome) and an independent Chair, nominated jointly by the Shareholders. The composition of the Board reflects the proportion of shares owned by UKRI (86%) and Wellcome (14%).

The Diamond Board of Directors has overall responsibility to the shareholders and other stakeholders, including Diamond's strategic direction and goals, its standards and governance, and its performance and achievements. The Board also provides a critical governance role for Diamond by contributing high-level strategic challenge and support to the Diamond executive.

The Board currently has three sub-committees to support it in carrying out its responsibilities: the Audit, Finance and Risk Committee; the Remuneration Committee; and the Diamond-II Sponsor Group.

Further information about Diamond, including the corporate structure, the ongoing development of the facility, the company's vision and mission, short biographies of members of the Board, the Executive management team and details about the suite of beamlines at Diamond can be viewed on Diamond's website at www.diamond.ac.uk.

Your skills and experience

The successful candidate will have the following skills, experience and attributes, which will be assessed throughout the recruitment process:

Essential Criteria

- Effective research leadership skills in the research area of Life Sciences, as broadly defined.
- Knowledge of the use of synchrotrons and synchrotron research infrastructures to solve to solve life/medical science challenges.
- Experience of working in a multidisciplinary environment with a strong research culture.

- Acknowledged success in running a large complex organisation, or division of such an organisation, and/or experience as a senior non-executive director of a company or scientific research organisation; whether Government funded, academic or industrial.
- Understanding of the UK and international research and innovation funding environment, and an appreciation of and an ability to engage with implications of the Government's research landscape reforms.
- An understanding of science, innovation, commercialisation and the knowledge economy.
- A demonstrable ability to think and act strategically and address difficult decisions across a broad spectrum of policy issues.
- Good communication and interpersonal skills, and an ability to work collegially as part of a senior committee.
- Sound judgement, integrity, probity and high ethical standards, with an ability to critically and objectively challenge and probe.

Desirable Criteria

- Understanding of governing Health and Safety, Ethics and compliance, and Environmental, Social and Corporate Governance.

Terms of Appointment

Appointment Term: The successful candidate will be appointed for an initial term of four years with the possibility of reappointment. Ideally, the appointment will commence in October 2025.

Remuneration: £5,000 per annum. Travel and subsistence expenses will be reimbursed.

Time Commitment and Location: As a Non-Executive Director, the successful candidate will be expected to attend four in-person meetings of Diamond's Board of Directors each year. These meetings are held at Diamond Light Source Limited's offices, located at the Harwell Oxford Science and Innovation Campus in Didcot, Oxfordshire.

In addition to the quarterly Board meetings, the successful candidate will also be expected to be available for consultation with other members of the Board, with the Executive Team and Shareholders as required.

Right to work: This position doesn't meet the requirements for UK visa sponsorship; therefore, applicants must have existing right to work in the UK.

Please note that current employees of STFC and Diamond Light Source are not eligible to apply for this position.

Timescales and selection

The selection process will consist of a panel interview, which may include a presentation. Interviews will be held in person at the STFC Rutherford Appleton Laboratory (Harwell Campus, Didcot). Please note, dates and details may change. .

Process	Date
Closing date	Monday 2 June 2025
Shortlist panel meeting	Friday 13 June 2025
Panel interviews	Friday 27 June 2025

How to apply

Please submit your application via the **Careers Portal by 23:59 on Monday 2 June 2025.**

You will need to supply:

- A curriculum vitae (up to two pages).
- A supporting statement/ cover letter (up to two pages).

Your cover letter should provide specific information about why you believe you would be suitable for appointment for this role. Use practical examples where possible and ensure you refer to which of the essential criteria your application is aligned to. Again, please aim for no more than 2 A4 pages.

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

Please note, to apply via the UKRI Careers Portal you will receive a notification confirming your profile has successfully been created (if you have not previously set up an account) and a second notification confirming your application for this role has been submitted.

If you do not receive the second notification confirming your application for this role has been submitted, please contact SeniorRecruitment@ukri.org, so we can ensure your application has been received.

General information

Equality, Diversity and Inclusion

UKRI, Wellcome and Diamond believe 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 are all committed to increasing the diversity of our workforce, including board and executive positions, and bringing in the best talent, regardless of its origins. We encourage applications from all suitable candidates regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability or gender identity. We also value diversity of thought and experience, and we are committed to creating systems that value difference so that everyone can feel welcomed, included and nurtured throughout their time with us.

Diamond and UKRI are Disability Confident employers, and interviews will be offered to candidates with a disability who meet the minimum requirements for a position. Whether you wish to be considered under the Disability Confident scheme or not, individuals can request reasonable adjustments when attending an interview and taking up a position.

We know actions speak louder than words. For further information, please visit the UKRI web page: [‘How we support EDI in the workforce’](#); [Wellcome’s Diversity and inclusion](#) | Wellcome; or Diamond’s [Equality, Diversity and Inclusion policy](#).

The Seven Principles of Public Life, The FRC’s UK Corporate Governance Code and other codes of conducts

In 1995, the Committee on Standards in Public Life defined seven principles, which should underpin the actions of all who serve the public in any way. In addition, Diamond and its Board are required to comply with relevant sections of the UK Corporate Governance Code, established by the Financial Reporting Council (FRC). Diamond Board members will also be asked to adhere to the [Code of Conduct for Board Members of Public Bodies](#) and the [12 Principles of Governance – For all Public Body Non-Executive Directors](#).

Consistent with the Commissioner’s Code of Practice, applicants will be assessed on merit, and all candidates will need to uphold the standards of conduct set out in the Seven Principles of Public Life, and the requirements of the [UK Corporate Governance Code](#). The Nolan Principles are:

Selflessness: Holders of Public Office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or other friends.

Integrity: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity: Carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness: Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership: Holders of public office should promote and support these principles by leadership and example.

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](#).



