



**NHS**  
**University College London Hospitals**  
NHS Foundation Trust

Director of Research  
& Director of NIHR  
UCLH Biomedical  
Research Centre

Candidate Pack | October 2023

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## Candidate Pack

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## 01. About University College London Hospitals NHS Foundation Trust

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University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically-led acute and specialist services to people from the local area, from throughout the UK, and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the [Elizabeth Garrett Anderson Wing](#) and [Grafton Building](#))
- [National Hospital for Neurology and Neurosurgery](#)
- [Royal National ENT and Eastman Dental Hospitals](#)
- [Royal London Hospital for Integrated Medicine](#)
- [University College Hospital Macmillan Cancer Centre](#)
- [The Hospital for Tropical Diseases](#)
- [University College Hospitals at Westmoreland Street](#)

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in [women's health](#) and the treatment of [cancer](#), [infection](#), [neurological](#), [gastrointestinal](#) and [oral disease](#). It has world class support services including [critical care](#), [imaging](#), [nuclear medicine](#) and [pathology](#).

There is a great deal to be proud of at UCLH. We are one of the UK's leading hospitals for both patient care and research and are one of only two UK hospitals ranked in the world's top 60 and, in 2023, our staff rated us the top trust in England to work at. We have a history of strong financial and operational performance and many leading clinicians working with us. UCLH is seen as a national centre for education, especially in postgraduate medicine, and we run one of the largest and most successful Biomedical Research Centres (BRC) in partnership with UCL. As a member of the Shelford Group of ten of the largest NHS teaching and research hospitals, we have a strong influence both nationally and internationally.

**UCLH's five-year strategy will focus on the following themes:**

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Patient care



Diverse workforce



Research and innovation



Education and training



Productivity and sustainability

For more information about the Trust, visit [uclh.nhs.uk](http://uclh.nhs.uk)

## 02. About NIHR UCLH Biomedical Research Centre

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### **The National Institute of Health Research (NIHR) Biomedical Research Centre (BRC) at UCLH/UCL is one of the UK's leaders in world class experimental medicine and research.**

The BRC was recently awarded over £90 million to drive a cutting edge and internationally acclaimed experimental medicine portfolio over the next five years. This was the third renewal of this prestigious programme.

A partnership between UCLH NHS Foundation Trust, UCL and the NIHR, we are one of the largest Biomedical Research Centres in Europe. We are one of 20 BRCs awarded across England, which are designed to lead experimental medicine across a wide range of disease areas, in many of which our research is world-leading. Consequently, we have consistently received one of the largest BRC awards, reflecting the strength and international competitiveness of our experimental medicine programme.

We have an ambitious programme of research aimed at ensuring patients benefit as quickly and as safely as possible from new scientific breakthroughs. Our work focuses on translating novel discovery science for patient benefit, often taking new discoveries to patients for the first time globally. Our research is focussed on developing and testing advanced therapies, novel devices and first into human studies; all designed to develop improvements in diagnosis, treatment selection and evaluation of response and repurposing of therapies. We are a major pillar of UK life sciences research, aligned to a world-leading University and situated in the heart of the 'London Knowledge Quarter' with its vibrant life sciences ecosystem.

The BRC has 14 research themes that reflect our particular strengths in five clinical scientific clusters – cancer, neuroscience, medicine, cardiometabolic, and data science, healthcare engineering and imaging. We target our resources at funding staff engaged in experimental medicine, dedicating research facilities and capacity-building through education, patient and public involvement and engagement, equality, diversity and inclusion, and other specialist support.

Central to our work is the active development of partnerships with industry to ensure the full realisation of scientific opportunities. We are also very much part of the NIHR family and work in partnership with other NIHR BRCs, and NIHR supported infrastructure in other NHS/university partnerships.



### 03. Role Description

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## This is unique, dual role between UCLH and the NIHR BRC at UCLH/UCL.

The UCLH Director of Research is responsible for providing the strategic leadership for clinical research, working closely with our key university partner, UCL, and deepening relationships with other academic, research and industry partners. This is a key appointment at board level (as a non-voting member). The Director of Research is instrumental in supporting UCLH to become a world-leading research hospital, increasing research capacity and capability across all clinical professional groups and services, increasing the number of patients participating in, and benefitting from, our research, ensuring that there is a particular focus on increasing participation from patients from diverse cultures and backgrounds. This role also plays a key part in supporting research across the North Central London Integrated Care System (ICS).

The Director of the NIHR UCLH BRC will be responsible for working with our principle University partner, UCL, to drive the scientific agenda of the BRC with a strong focus on impact and delivery, through continued promotion of the experimental medicine strategy, support for the strategic initiatives of the BRC's Theme Directors, the identification of new areas of growth potential for UCLH/UCL and on-going support for the development of areas of existing experimental medicine strength at UCLH/UCL that can help tackle health inequalities. You will drive delivery of innovation into patient care, while building capacity and diversity in a future generation of research leaders. The Director will support the aims of UK life sciences, building partnerships and relationships, and extending the reach of research conducted by the BRC, while supporting public engagement and involvement in research. Securing the future success of the BRC will also be crucial.

Key responsibilities will include:

#### Main Duties and Responsibilities

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- Lead the development, governance, strategic thinking and management of research across the organisation;
- Responsible for ensuring all clinical trials and studies comply with the regulatory and legal framework and are reported through the relevant agencies, sponsor and host organisations within required timelines;
- Responsible for developing and promoting the Trust's research profile impact and interest through local and national research networks, as required;
- Maximise research income from external funding sources, ensuring that the processes of the joint research office are efficient and effective, enabling the Trust to maximise the number of trials and patients recruited and also the income associated with internal metrics to ensure rapid trial set up and starting, minimising costs and inefficiencies, and ensuring financial transparency for both UCLH and UCL and industry;
- Identify and optimise commercial innovations in partnership with external stakeholders;
- Lead and support the culture to promote research development practice across all professional groups within the Trust;
- Lead and support the culture and promotion related to equity and inclusion as it relates to population health, reducing barriers to trials ensuring equity and inclusion;
- Appoint a Co-Director of the BRC during the current BRC term;
- Overseeing the allocation of BRC resources (including the NIHR funding award and all leveraged funding) to ensure appropriate targeting at world class experimental medicine activity in line with its strategy and development of emerging areas of importance;

- Leading the further development of the BRC's research industry and enterprise strategy to maximise opportunities for industry partnership and new experimental medicine activity, as well as maximising relationships with third sector and with AMRC and government major funding bodies;
- Developing and maintaining key relationships with the NIHR and with key staff across UCLH and UCL, including developing closer links with the other national NIHR BRCs and NIHR CRFs across England, as well as NHS partner organisations across the local ICS and beyond, the NIHR local comprehensive research network is also a key partner;
- Overseeing the development of performance measurement methodologies in line with the NIHR strategy and the strategies of UCLH and UCL;
- Overseeing the BRC's strategy for engagement with patient and public groups to ensure a highly visible experimental medicine portfolio and active, diverse and inclusive participation of patient and public groups in the development of the experimental medicine activities of the BRC Themes;
- Being the signatory for all reports to the NIHR, UCLH Executive Board/Board of Directors, and to UCL School of Life and Medical Sciences;
- Being the highly effective and visible external face of the BRC and, in so doing, leading the BRC's strategy for raising the profile of UCLH/UCL experimental medicine, nationally and internationally.

## Research Development

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- Deliver the Trust's five-year strategy as it relates to research and development ensuring this is well understood and optimised within the organisation;
- Ensure that the Trust's strategy supports plans to address the current and future workforce and patient requirements for research;
- Ensure the provision of high quality and efficient advice relating to research and services to the Trust Board and Divisions;
- Lead the senior research team, ensuring that it maximises its contribution to providing effective and efficient services within the Trust;
- Ensure there are effective committees and representatives in place to enable research involvement in decision-making within the Trust, and to facilitate the development of this important agenda;
- Ensure that the Trust meets legislative or other regulatory requirements with regard to research and development;
- Represent the Trust within North Central London ICS, NHS London, the Shelford Group, nationally, internationally and with academic, research and industry partners;
- Where appropriate establishing an Experimental Medicine research programme allied to the overall goals of the BRC.

## People Management

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- Line management responsibilities for the Managing Director of Research, as well as BRC Theme Directors and Co-Directors;
- Deliver effective appraisals and personal development plans for all staff in line with best practice across the Trust, using these and other tools to develop the team to their full potential and the benefit of the Trust;
- Lead on performance management, recruitment and development and manage disciplinary and capability issues;
- Manage, motivate and develop staff within the Research Team and BRC Team to ensure that they are able to deliver their responsibilities.

## Equity, Diversity and Inclusion

- Lead and implement plans to ensure equity, diversity and inclusion (EDI) within the research strategy and operational day to day work;
- Actively promote EDI within the organisation, leading by example and ensuring that there is clear engagement and understanding within the workforce of this important area.

## Other Responsibilities

- Oversight of all committees related to research performance at UCLH, including attendance at the Research and Innovation Committee;
- Chairing the BRC Executive Board to ensure continued development of the BRC strategy and effective oversight of the delivery of the BRC against its strategic plan. As Chair of the Board, the BRC Director will make regular reports to the UCLH Executive Board/Board of Directors and the UCL School of Life and Medical Sciences.

The job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

**We do not expect candidates to satisfy all of the criteria in this combined job description and we will endeavour to support you to develop those areas where you have less experience.**

## Equality, Diversity and Inclusion at UCLH

At UCLH, we take equality of opportunity seriously and are committed to being a diverse and inclusive employer, with a culture that creates a real sense of belonging and trust. Respect, inclusion and sensitivity are hallmarks of quality of our care. That is why it is our fundamental aim, to recruit, retain and promote a diverse mix of people from all backgrounds, cultures, and perspectives, who are representative of our local communities to support our world class research, innovation, and creativity. We are proud to have five different networks that are owned and led by our staff which give a voice to all our staff to feed up to leadership of the organisation, including the Trust Board, thus creating a sense of community and support and help drive cultural change to become a more inclusive organisation. These networks are the Black, Asian and Minority Ethnic (BAME) Network; the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) Network; the Women's Network; the Disability Network; and the Mental Health Network.



## 04. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

### UCLH Values

- Demonstrate ability to meet the [Trust's Values](#) of safety, kindness, team-work and improving.

### Education and Qualifications

- Medical degree, GMC registration and entry on the appropriate GMC Specialist Register;
- Higher academic degree e.g. MD/MS or PhD, or evidence of equivalent level of attainment in research publications;
- Recognised as a research leader with an international standing with the knowledge, experience, and capability to lead within academia;
- A successful candidate would be expected to have achieved or meet the standards for Professorial appointment at UCL.

### Knowledge

- In depth understanding of healthcare organisations and academic institutions and how effectively research sits within this;
- Experience in research leadership including as a senior investigator;
- Good understanding of the research landscape both in the UK and internationally;
- Understanding of how to work effectively as a member of the senior leadership team and Board;
- Knowledge of clinical and corporate governance;
- Understanding of quality improvement methodology;
- Understanding of the role and remit of the NIHR, UK NHS, University and life sciences sectors; and awareness of relevant government policy and planning documents; and the importance of clinical and research governance in clinical service delivery.



## Experience

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- A comprehensive knowledge of research governance, ethics and clinical trial management;
- Demonstrable track record in influencing high level agendas;
- Experience of formulating and delivering a strategic plan whilst being accountable to a number of stakeholder partners;
- International profile in translational research/experimental medicine, ideally having led national and international trials;
- Track record of leading or participating in successful applications for major strategic grants from third party bodies;
- Experience of working within organisational partnerships to successfully create new clinical research models;
- Experience of establishing new structures and procedures based on networks of influence and persuasion in a clinical/academic environment;
- Prior experience of the NHS and UK research ecosystem would be advantageous but is not essential.

## Skills and Ability

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- Highly credible and inclusive leader with ability to influence at all levels, consistent with being able to lead one of the largest biomedical research centres in Europe;
- Ability to influence a wide range of internal and external stakeholders to bring about change and improvement;
- Strong partnership engagement and development skills;
- Ability to balance the need to think strategically with operational management;
- Effective leadership skills, able to communicate vision and lead change effectively;
- Clear vision and sense of direction with ability to identify and focus on key issues;
- Ability to inspire others and lead by example;
- Provide visible research leadership, easily able to secure credibility within the organisation and clinically;
- Collaborative team based working style;
- Ability to represent complex and challenging issues to external stakeholders in science and healthcare and more widely across academia, the NHS and government;
- Excellent communication skills, both verbal and written.

## Personal Qualities

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- Strong personal values that align with the Trust and the ability to model these as a leader;
- Commitment and passion to deliver on EDI in the workplace;
- A passion and commitment to continually seek to improve standards in research which will benefit our patients.



## 05. Appointment Details and How to Apply

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UCLH is being assisted in this appointment process by the executive search firm Society ([www.society-search.com](http://www.society-search.com)).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, [click here](#).

The deadline for receipt of applications is midday on Monday, 20 November 2023.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at [inclusion@society-search.com](mailto:inclusion@society-search.com). We also welcome suggestions or comments about any more general access improvements we should consider.



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We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

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