

SCIENCE

DIRECTOR

JOIN A FORWARD THINKING
RESEARCH CHARITY



**ANIMAL
FREE**

RESEARCH UK

JOIN A FORWARD THINKING AMBITIOUS RESEARCH CHARITY

Animal Free Research UK is the leading charity working to create a world where human diseases are cured faster without animal suffering. By pioneering excellence, inspiring and supporting scientists and influencing change, we are ending the use of animals and improving medical research.

Our vision is a world where human diseases are cured faster without animal suffering.

Our purpose is to enable scientists to stop using animals in medical research.

Our mission is to pioneer excellence, inspire and support scientists and influence change to end the use of animals and improve medical research.

We are:

- **Rigorous and evidential** – we present factual, reliable information. Our work is evidenced-based, thoughtful and respected by our peers.
- **Pioneering** – we place ethics at the heart of science through innovative, solutions-focused research. Our determination drives scientific discovery forward.
- **Compassionate** – we care deeply about people and animals. Our ambition to end suffering is heartfelt and unswerving.

We believe using animals in medical research is unethical, costly and ineffective - with over 90 percent of new drugs tested on animals failing to benefit human health.

That's why we fund scientists at the forefront of the laboratory revolution which is replacing outdated, cruel and ineffective animal testing with cutting edge technologies such as 3D organ-on-a-chip, and why we're calling on policy makers to modernise medical research.

Our strategic goal is to transform medical research and regulation so that there is a clear pathway to develop and deliver effective treatments for human diseases faster and without animals.

Join our award-winning team and make a life-saving difference to people and animals.

As the scientific lead in Animal Free Research UK, the Science Director will play an influential role in overcoming cultural, scientific and regulatory barriers to realise our vision of a world where human diseases are cured faster without animals.

JOB DESCRIPTION

Job title: Science Director

Salary: Up to £55k commensurate with experience

Location: Working from home – with some travel to London for team meetings and occasional travel for stakeholder meetings

Reports to: CEO

Closing date: Wednesday 25 May, 5pm

Interview date: 1st round interview - Thursday 3 June; 2nd round interview - Tuesday 8 June

JOB PROFILE

- Providing science expertise to Animal Free Research UK CEO and Trustees and acting as a spokesperson for the charity
- Owning the charity's grants portfolio, working with the Scientific Advisory Panel to ensure the charity funds excellent high impact animal free research
- Working with colleagues across the charity to expand our range of science products, events and programmes to enable an animal free research career path
- Engaging with an extensive range of decision-makers and stakeholders to overcome the barriers to animal free research in academia and industry
- Managing a motivated and committed science and public affairs team and a senior contributor to the well-being of the charity
- Ensuring the charity's output is underpinned by robust science and reasoned argument
- Developing effective partnerships with senior leaders and Trustees to deliver on the charity's strategic goals
- Leading through personal example and self-management

DELIVERABLES

Activities may include:

Manages the Science and Public Affairs team to deliver on strategy

- Develop and maintain an engaged, cohesive team culture
- Keep connected with the team through regular 121, team briefings and other meetings
- Provide clear leadership through coaching, guidance and development of team members
- Role model a culture of continuous development within the team
- Cost-effective deployment of science and public affairs personnel to meet the needs of the charity

Owns and delivers on a science and public affairs strategy for Animal Free Research UK

- Develop annual operational plans and appropriate KPIs, and report against them on a timely basis to ensure delivery of the science and public affairs strategy
- Set team budgets in conjunction with the Finance & Operations Director, ensure good budget management and report on variances
- Support the Head of Public & Regulatory Affairs to engage with and influence key decision-makers and stakeholders (including politicians, government departments, political institutions, regulatory bodies, senior scientists, research councils etc.) to support the realisation of the charity's strategic aims

Engages with stakeholders to overcome the barriers to animal free research in academia and industry

- Maintain awareness and knowledge of contemporary biomedical research and development methods, public policies and developments on animal and animal free research and provide suitable interpretation to the Trustees, CEO and colleagues
- Provide scientific expertise to support the delivery of programmes in support of the strategy, working closely with the Animal Free Research UK team to maximise the impact of these
- Work with the CEO to build a wide-ranging network of support for animal free research

Scientific Leadership for the charity's grants portfolio

- Develop the charity's grants portfolio strategy in collaboration with the Trustees, Scientific Advisory Panel and the CEO to deliver high impact in support of the organisational strategy and according to its vision, mission, values and working policies and practices

DELIVERABLES (CONTINUED)

Expands our range of science products, events and programmes

- As a key member of a matrix project team, work to expand and diversify the charity's science products, events and programmes to enable a viable academic animal free research career path

Ensures the charity's output is underpinned by robust science

- Take responsibility for the accuracy and credibility of all scientific content in the charity's internal and external communications

Continual personal professional development of competency, knowledge and skills

- Proactively identify and own personal development needs
- Build and grow a strong network
- Participate in training to develop skills, knowledge and service standards to ensure they are always up to date on new developments regarding biomedical research and public affairs
- Seek and act upon feedback from colleagues

PERSON SPECIFICATION

Education & professional attainments

Essential

- PhD in a scientific discipline (biomedical research is desirable)

Desirable

- Leadership qualification or training
- Education or training in systems thinking in practice

Experience:

Essential

- Experience working in either pharmaceutical or biotech industry or in a related biomedical scientific academic field
- Experience in leading and managing a small team
- Experience of working to operational plans, KPIs, budgets
- Experience of reporting on impact
- Experience of appropriately communicating complex information to influence or engage a range of audiences
- Experience in networking and building alliances
- Experience of public speaking
- Understanding of the regulatory framework for animal free research

PERSON SPECIFICATION (CONTINUED)

Experience:

Desirable

- Experience developing and delivering strategy
- Understanding of the political sphere and how to influence decision makers
- Working knowledge of political and other decision-making institutions that impact animal free research
- Managing a grants portfolio
- Experience working in or with the charity sector

Competencies:

Essential

- Personal commitment to animal protection and the aims and objectives of Animal Free Research UK
- Curiosity about the field of biomedical research and a broad understanding of new approach methodologies and the potential to replace the use of animals in medical research.
- Visionary outlook and solutions focus
- Strong diplomacy with the ability to navigate politically sensitive arenas and influence scientists and decision-makers from a range of backgrounds
- Ability to present a professional and positive image of Animal Free Research UK
- Proven leadership and management skills and experience
- Open and collaborative with a commitment to team working to achieve results
- Comfortable making commercial and/or difficult decisions using sound judgement and evidence to take an objective view
- Able to work independently with limited guidance
- Comfortable working under pressure with rapidly changing priorities
- A positive and flexible approach to work and willingness to travel and work occasional unsociable hours as necessary



SELECTION CRITERIA

- Personal commitment to animal protection and the aims and objectives of Animal Free Research UK
- PhD in a scientific discipline – biomedical research is desirable
- Demonstrated leadership capability
- Curiosity about the field of biomedical research and a broad understanding of new approach methodologies and the potential to replace the use of animals in medical research.
- Collaborative with a commitment to team working to achieve results
- Evidence based decision making
- Diplomacy and influencing/networking skills
- Ability to present a professional and positive image of Animal Free Research UK
- Understanding of regulatory framework for animal free research
- Strong written and verbal communication skills

HOW TO APPLY

Please send your CV and cover letter (2 sides) to:

recruitment@animalfreeresearchuk.org

Closing date: Tuesday 25 May, 5pm

Interview date:

- 1st round interview - Thursday 3 June
- 2nd round interview - Tuesday 8 June

If you have any questions in regards to the role, please contact:

recruitment@animalfreeresearchuk.org

