

JOB DESCRIPTION & PERSON SPECIFICATION

1. Job title: Group Leader / Senior Group Leader

Centre: NIAB Cambridge

Job Group: Management/Specialist T1/T2

Location: NIAB Cambridge

Reports to Director of Business Unit

Line Manages : TBC

2. Main purpose of role:

We are seeking experienced research leaders from both academic and industry backgrounds to provide outstanding scientific leadership, delivering innovative and internationally competitive research programmes to underpin NIAB's leading position in translational crop research, especially in the area of cereal genetics. NIAB strives to deliver the crop science solutions required for highly productive, sustainable agriculture and horticulture. NIAB is focused on delivering the solutions required for sustainable, resilient, net zero agriculture, leveraging its unique position in the UK research landscape and its broad skills in farming systems and systems-level approaches to problem solving.

NIAB offers unique opportunities to carry out excellent research, field and multi-site farm-scale experiments and to innovate in the shaping and delivery of services at the interface with industry. Through the alliance with the University of Cambridge the Crop Science Centre brings an international dimension to NIAB's work and offers the opportunity to engage in the global food security agenda.

NIAB has an ambitious five year plan for growth; in delivering this we are seeking to appoint established research leaders in **Quantitative and statistical genetics and pre-breeding**:

- Quantitative genetics is of key importance at NIAB Cambridge, with our unique pre-breeding genetic resources in cereals and legumes (e.g. synthetic wheat and MAGIC populations), as well as our wealth of field derived data. Candidates with expertise in statistical genetics (e.g. genomic prediction) and genotype x environment interactions are especially welcome. We are seeking to integrate our quantitative genetics activity with the related areas of crop modelling, machine learning and plant phenomics which are all key areas of ongoing work at NIAB
- Pre-breeding has been a major pillar of activity at NIAB for over a decade and NIAB has provided many of the underpinning resources to the wheat community that have enabled functional characterisation of cereal crops. Many of these have been delivered or utilised in partnership with the plant breeding industry. Looking forward we seek to further utilise our diverse collections of material to integrate resilience traits into crops, to aid in the design and deployment of sustainable cropping systems.

The objectives of these roles are to:

- Build and strengthen NIAB's world leading flagship programme in wheat/cereal genetics.
- Plan and deliver internationally competitive research proposals alone and in collaboration with others, as Principal Investigator, and by mentoring/coaching and collaborating with members of the broader Genetics and Breeding group in the conception, preparation and delivery of their own proposals.
- Regularly publish peer reviewed papers, targeting appropriate journals

- Externally, play a key role in the national and international advocacy of pre-breeding and specifically the areas of population development, quantitative genetics and genome modification in the broadest sense; where NIAB is recognised for unique strengths.
- Be involved at a senior level in positioning and strategically developing NIAB's research capacity and capability for the next 10-20 years, consolidating NIAB's position as one of the premier translational institutions in agriculture worldwide.
- Lead a group or research area and secure funding from appropriate sources (e.g. BBSRC, Innovate UK, NERC, EU Horizon 2020, Global Challenges Research Fund. AHDB and commercial sources).
- Regularly publish impactful science in peer reviewed papers
- Encourage innovation and application of science across NIAB
- Identify and encourage outstanding researchers to join NIAB and to train and mentor promising young scientists through our tenure track programme.

3. Financial authority/responsibility (e.g. delegated budget, authorisation level, approx value of contracts etc):

You will be expected to develop a strong portfolio of internationally competitive research, managing a portfolio of research projects and the associated staff and budgetary responsibilities.

4. Key relationships (external and internal): Senior scientists, group leaders and HoD's across NIAB.

Relevant personnel in UKRI and other funding bodies. The wider scientific community in which they are expected to demonstrate leadership.

Tasks/responsibilities (in order of priority)	Approx % of time Senior Scientist/Group Leader/Head of Department	Level of responsibility
Own Research activities, including securing funding	50	High
Management of the named research group.	20	High
Developing Research strategy and funding mechanisms	10	High
External communication, influencing and dissemination	10	High
Cross-NIAB strategic and operational targets, project development, and other internal engagement	10	High

6. Working conditions :

Roles will include working in the office, lab and field. Flexible, agile working is required. Travelling where necessary to represent NIAB nationally and internationally is of great importance as is the requirement to work to short deadlines and with variable workloads.

7. PERSON SPECIFICATION

Education/Qualifications:

Essential:	Desirable:
PhD with 5 + years' relevant experience	

Experience:

Essential:	Desirable:
<ul style="list-style-type: none">• Strong track record of high-quality research in one of the listed areas• Established plant/crop science networks in the UK and internationally in one of the listed areas• Management of research staff and/or projects• Strong publication record, commensurate with level of this position, or industry equivalent• Track record in gaining research funding• Significant management and leadership experience	<ul style="list-style-type: none">• Experience on grant awarding committees• Experience of representation/leadership on national and international research community bodies• Evidence of interaction with industry, charities etc

Specialist Training:

Essential:	Desirable:
As listed for role	Management training

Personal Qualities (skills, behaviours and competencies)

Essential:	Desirable:
<ul style="list-style-type: none">• Self-starting, entrepreneurial, motivational, strong communicator, commercial acumen, concern for impact, excellent interpersonal skills• Demonstrable willingness and ability to set aside personal interest for common goals• The ability to think logically and deal with complex issues• Ability to focus without dropping the ball.• Ability to communicate well at all levels• Committed and diligent• Strong personal motivation• Hard working• Strong interpersonal skills, tact, diplomacy (HoD)• A desire to realise impact for stakeholder benefits and wider society• Full driving licence	

Date of description: 31.1.21

Compiled by: R Harrison

