

JOB DESCRIPTION & PERSON SPECIFICATION

1. Job title: Head of Pest and Pathogen Research **Centre:** CCR, Pathology & Entomology
Job Group: Management(T2) **Location:** HQ, attending other NIAB sites as required

Reports to (Job title): Director of Cambridge Crop Research

Line Manages (Job titles): Group Leaders within Pathology & Entomology

2. Main purpose of role:

The purpose of this role is to provide outstanding leadership to an established and growing team, bringing expertise in a relevant discipline that underpins NIAB's strategic ambitions to be the UK's finest translational crop research organisation.

The Head of Department is responsible for the management of research and technical staff. They are responsible for programme development, quality, planning and monitoring, as well as for overall research quality and first class delivery for government and commercial customers alike.

As well as providing outstanding scientific leadership and responsibility for the efficient and effective management of their staff and other resources, Heads of Department are key members of NIAB senior management. They are expected to be a highly visible, trusted and approachable members of the senior management team, making linkages across the organisation in order to exploit research synergies and funding opportunities. The Head of Department will contribute to the achievement of the Institute Strategic Plan by providing effective management and leadership within their Department.

Specifically, the objectives of this role are:

- As part of the Cambridge Crop Research Team, bring a focus on crop diseases and protection, position and strategically develop NIAB's research capacity and capability for the next 10-20 years, engaging fully with the Crop Science Centre (NIAB's alliance with the University of Cambridge) and NIAB's agronomy research teams to consolidate NIAB's position as one of the premier translational institutions in agriculture worldwide.
- Play a key role in the national and international advocacy of sustainable crop disease control in the broadest sense while ensuring NIAB is recognised for its specific and unique strengths.
- Build and strengthen NIAB's programme in solutions to crop diseases and crop protection, innovating in both the research sphere and in development and delivery of NIAB's services to industry and government, working with NIAB crop agronomists and external corporate organisations.
- Plan and deliver competitive research proposals alone and in collaboration with others, as Principal or Co-Investigator and by mentoring/coaching and supporting members of the department in the conception, preparation and delivery of their own proposals. Lead the group to secure funding from a range of sources (e.g. Defra, AHDB, BBSRC, Innovate UK, NERC, EU Horizon 2020, and commercial companies).
- Identify and encourage outstanding researchers to join NIAB and train and mentor promising young scientists.
- Regularly publish in peer reviewed journals, and communicate effectively to key industry stakeholders

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

Responsible for securing and delivering on departmental income of circa £2M

4. Key relationships (external and internal):

Other senior leaders in NIAB Crop Research, NIAB Agronomy and NIAB EMR, including finance business partner.

Relevant personnel in funding bodies.

The wider scientific community, in which they are expected to demonstrate leadership.

Tasks/responsibilities (in order of priority)	Approx % of time
Own Research activities, including securing funding	55
Management of the Pathology and Entomology research group.	20
Developing Research strategy and funding mechanisms	10
External communication, influencing and dissemination	5
Cross-NIAB strategic and operational targets, project development, and other internal engagement	10

6. Working conditions :

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 10 + years' relevant experience in pathology or entomology	Qualifications in genetics, molecular biology, or agronomy

Experience:

Essential:	Desirable:
<ul style="list-style-type: none"> • Strong track record of high-quality research in crop pests, pathogens or other aspects of disease control • Minimum of 7 years postdoctoral experience. • Established networks in the UK and internationally, specifically in the area of pathology or entomology • Management of research staff and projects • Strong publication record commensurate with level of this position • Track record in gaining research funding • Full driving licence 	<ul style="list-style-type: none"> • Experience on grant awarding committees • Experience of representation/leadership on national and international research community bodies • Experience of working with industry

Specialist Training:

Essential:	Desirable:
	Management Training

Personal Qualities (skills, behaviours and competencies)

Essential:	Desirable:
<ul style="list-style-type: none"> • Self-starting, motivational, strong communicator, commercial acumen, concern for impact • 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 • Concern for impact • Strong personal motivation • Hard working • Strong interpersonal skills, tact, diplomacy 	

Date of description: 20.05.21**Compiled by:** R Harrison