**JOB DESCRIPTION & PERSON SPECIFICATION**

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| **1.** **Role:** Head of Department – Genetics, Genomics and Breeding (GGB)  **Location: NIAB EMR (**East Malling)  **Salary Grade**: T1/T2 Management Pool  **Reports to:** Managing Director (NIAB EMR)  **Line Manages:**  Senior scientists working in the GGB department, research group (postdocs, technicians) |
| **2. Main purpose of role:**     * Provide scientific leadership for the GGB department and identify research and commercial opportunities to underpin the research direction of the department in alignment with NIAB’s Science Strategy. * As part of the NIAB EMR senior executive team, this role contributes fully to the development and implementation of the Institute strategy across all areas of the business. * Share in the responsibility of delivering NIAB EMR’s business plan and meet the relevant key performance indicators. * Support, guide and encourage the senior scientists in the GGB department to develop relevant scientific areas that will promote innovation in perennial/rosaceae crop genetics research and breeding. * Attract funding, incentivise collaborations across NIAB’s Faculty and develop new commercial opportunities that enhance the reputation of NIAB EMR/NIAB. * Ensure that the GGB department maintains a high standard of research output and complies fully with NIAB EMR/NIAB quality assurance schemes and health and safety policies. * Represent NIAB EMR externally to a range of stakeholders * Contribute to developing the science teams across NIAB in partnership with other senior roles within NIAB Faculty. * Maintain a strong and active national and international scientific presence (by developing research grant proposals, publishing high quality research papers, attending international scientific meetings, engaging with public and private funders and supervision of post-graduate students). |

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| **3. Financial authority/responsibility**   * Responsibility to deliver GGB financial targets and annual budget. * Shared responsibility to deliver NIAB EMR’s annual budget. |

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| **4. Key relationships**   * NIAB EMR and Senior Management team. * NIAB EMR stakeholders (including UKRI research councils, AHDB, growers and industry partners). * NIAB Faculty. |

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| **5. Tasks/responsibilities** (in order of priority) | Approx % of time |
| Provide leadership for the GGB department at NIAB EMR, optimising strategic positioning and financial performance. | 25 |
| Contribute fully to the development of NIAB EMR’s strategy across all areas of the business including active participation in the Senior Management Team and NIAB Faculty.  Inform Department staff of developments in NIAB EMR and the NIAB Group, and decisions of the NIAB EMR Senior Management Team and the NIAB Executive team, and to gather feedback from staff to ensure that views from the programme are appropriately represented to the NIAB EMR Senior Management Team  Facilitate cross-programme working and the formation of multi-disciplinary teams to tackle specific projects / research areas. | 15 |
| Deliver own research programme (including pursuing funding opportunities, writing manuscripts, etc). | 55 |
| Represent NIAB EMR externally to a range of stakeholders | 5 |

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| **6. Working conditions:** Office based in East Malling with frequent travel within UK and internationally |

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| **7. PERSON SPECIFICATION**   * A commercially astute, articulate, technically strong, dynamic, insightful and influential leader with the ability to operate at both strategic and operational levels. * Track record in the development and delivery of research and services. * High integrity and openness combined with commitment to science-based services and decision making. * Exceptional communication skills at all levels. * Ability to handle high levels of pressure and critical decision-making. * Energetic, highly motivated, with an enquiring mind and passion for excellence and innovation in pursuit of business growth and success.   **Education/Qualifications:**   |  |  | | --- | --- | | Essential: | Desirable: | | * 10+ years experience of developing and delivering research programmes and services based on scientific research in perennial/fruit genetics or similar relevant area of science. * PhD in relevant discipline. |  |   **Experience:**   |  |  | | --- | --- | | Essential: | Desirable: | | * Significant experience (5-10 years) in a senior scientific management role within a complex organisation working at a strategic and operational level * Track record of publication in relevant journals and of public presentations at high-profile conferences/to relevant stakeholders. | * A comprehensive understanding of the operation of funding bodies, and evidence of influencing the national and international science agenda. | |