

# HEAD OF SCIENCE

JOIN A FORWARD THINKING  
RESEARCH CHARITY



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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 with animal-free human-specific technologies.

**Our purpose** is to accelerate scientists' transition from using animals to using new approach methodologies in medical research.

**Our mission** is to champion better medical research for the good of animals, patients and science.

**Our values** are:

- **Rigorous and evidential** – we champion relevant, reliable research. We bring together researchers dedicated to thoughtful, evidenced-based, human-focussed science.
- **Pioneering** – we place ethics at the heart of science through innovative, solutions-focused research. We unite science and technology to drive forward scientific discovery.
- **Compassionate** – we care deeply about people and animals. Our ambition to end suffering is underpinned by respect, integrity and transparency.

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

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

**The long-term impact** we seek to achieve is research and development of new treatments for human diseases that is animal-free from laboratory bench to patient bedside.

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

Working as part of the newly-formed Research Solutions team, this exciting new role will play a pivotal role in accelerating the transition from using animals to using human-specific technologies in medical research.

**Together we will create a brighter future for everyone.**

## JOB PROFILE

|                         |  |
|-------------------------|--|
| <b>Job title:</b>       | Head of Science  |
| <b>Salary:</b>          | c.£50k pa  |
| <b>Hours:</b>           | Full time (35 hours)   |
| <b>Location:</b>        | Home-based with occasional national and international travel |
| <b>Reports to:</b>      | Commercial Director  |
| <b>Responsible for:</b> | Science Manager  |

## JOB PURPOSE

- A pivotal outward-facing role focused on growing the charity's relationships within academia, biotech and pharma, increasing our footprint and positive influence to support the transition to human specific research.
- Act as the charity's lead scientist, providing expert advice and input to the senior management team.
- A senior member of the charity's Research Solutions team, providing line management to the Science Manager and support to the wider team.
- Owns the delivery of high-quality products, services, education, and content that provides solutions to researchers and encourages the uptake of new approach methodologies (NAMs).

# DELIVERABLES

## Activities may include:

### Play a pivotal role in the delivery of the charity's strategy to support researchers to transition to NAMs

- Working closely with the Commercial Director to deliver the charity's strategy to support researchers to transition to NAMs.
- Developing annual workplans and managing relevant budgets, working with the finance team to report on variances.
- Working with the Commercial Director to agree, monitor and report on KPIs to understand strategy uptake.
- Taking a project management approach to ensure activities are successfully completed on time and in budget.
- Carry out any other duties as may be reasonably required

### Manage the Science Manager to deliver on the workplan

- Developing and maintaining an engaged, cohesive team culture, providing clear leadership through guidance, coaching and development of team members.
- Keeping connected through regular 1:1s, team briefings and meetings.
- Role modelling a culture of continuous development within the team.

### Own delivery of scientific content that supports uptake of human specific research

- Providing expert advice to the Commercial Director on refining our story and themes appropriate to defined audiences and opportunities.
- Leading colleagues in the Research Solutions team to develop, deliver, monitor and refine a multichannel B2B content plan that supports uptake of human specific biomedical research within academia, biotech and pharma.
- Overseeing and contributing to the delivery of engaging, thought-provoking content per the plan, building and managing a network of external contributing experts as required.

### Lead development and delivery of high-quality education to support audience change management toward NAMs

- Developing and leading the delivery of an audience education strategy that supports scientists in academia, pharma and related industries to understand and upskill in the opportunities presented by NAMs.
- Coordinating internal and external experts, including self, to develop and deliver high quality, engaging educational content including workshops, presentations, trainings, and modules.
- Attending agreed conferences, events and meetings to expand, engage and educate our network.

# DELIVERABLES

## Develop and deliver products and services that increase uptake of human specific research

- Working closely with the Commercial Director to create a products and services strategy that supports realistic and achievable transition to NAMs for our audiences.
- Leading on the delivery of this strategy, with accountability for upkeep of existing products and services and timely development of high-quality new offerings.
- Responsibility for monitoring, reporting and continuous improvement of the charity's B2B products and services.

## Oversee the Animal Free Research UK grants portfolio to ensure the charity funds excellent high impact animal free research

- Overseeing delivery of the grant strategy within defined goals and KPIs.
- Providing high level engagement with grant holders to support compliance, engagement and value add as required.
- Overseeing regular compliance and impact reports.

## Support scientific advocacy and ambassador development

- Working with the Commercial Director to support the charity's Scientific Advisory Panel.
- Leading the evolution of the Community of Practice to support researchers to learn and develop expertise in human specific research.
- Growing a highly engaged group of expert allies and advocates.

## Continual personal professional development of competency, knowledge and skills

- Participate in training to develop skills, knowledge and service standards.
- Act in line with the charity's competency framework.
- Seek and act upon feedback from colleagues.
- Gather evidence and maintain knowledge of New Approach Methodologies.
- Gain a good understanding of our competitors and their initiatives.

## Comply with data protection and security commitments for Animal Free Research UK

- Operate in line with the charity's rigorous financial control processes.
- Ensure adherence with IT and data handling policies, of self and by the research solutions team.
- Keep up to date with procedural, technical and IT developments relating to the job.
- Help to ensure that the research solutions team acts within appropriate guidelines that protect the charity from risk.

# PERSON SPECIFICATION

## Qualifications & professional attainments

### Essential

- Postgraduate degree in a relevant scientific discipline.

## Technical skills

### Essential

- Demonstrable breadth of knowledge of non-animal biomedical research techniques and methodologies
- Significant experience of working in pharma, biotech or associated sectors
- Demonstrable leadership of self and others, including experience of delivering excellent line management
- External stakeholder outreach, engagement and stewardship skills
- Excellent presentation and writing skills with ability to deliver clear and compelling content and communications to the charity's audiences
- Strong scientific data gathering, discovery and analytical skills
- Excellent IT capability in MS Office, CRMs, and project management software.
- Experience of successfully managing projects.

### Desirable

- Experience of working within a charity team.
- Network of relevant contacts within pharma or biotech life sciences sectors.
- Experience of working within a B2B marketing or business development context.

## Competencies

### Essential

- Dedication to the mission and goals of Animal Free Research UK.
- Superb interpersonal, networking and relationship-building with ability to present a professional and positive image of Animal Free Research UK to corporate partners at a senior level.
- A team player who acts as a role model through positive leadership behaviours within the agreed values of the charity and enjoys working collaboratively with colleagues and stakeholders.
- Commercially and strategically minded with sound judgment, integrity, a positive outlook, high level of energy and enthusiasm.
- Willingness to try new approaches and take appropriate risks.
- Takes personal responsibility and determines when escalation is needed.
- Ability to multi-task with a high level of flexibility ensuring work is completed to a high standard, often to tight deadlines.
- A positive and flexible approach to work and willingness to travel and work occasional unsociable hours as necessary.

## HOW TO APPLY

Please apply by visiting our website [www.animalfreeresearchuk.org/work-for-us](http://www.animalfreeresearchuk.org/work-for-us) and follow the link to our online application form where you can upload a copy of your CV and covering letter.

Closing date: Wednesday 8<sup>th</sup> May 2024

If you have any question in regard to the role, please contact [recruitment@animalfreeresearchuk.org](mailto:recruitment@animalfreeresearchuk.org)