

# Academy of Medical Sciences

## Chief Executive

Appointment brief  
2025  
ZBUIA

Saxton Bampfylde



[www.academyofmedicalsciences.org.uk/](https://www.academyofmedicalsciences.org.uk/)

# A message from the President

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We stand at an inflection point in medical science with the fusion of biology, physical, computational, social sciences and health care, a time when the role of the Academy of Medical Sciences has never been more vital. We are seeking a visionary Chief Executive to steer the Academy into this new era for science, technology and health care.

Biomedical and health science in the UK and around the world is characterised by both enormous opportunity and complex challenge. This requires strong, innovative, and connective leadership from the Academy, as a champion of research, researchers, and better health outcomes.

The Academy is a beacon of excellence, driving forward the boundaries of knowledge and its application. We aim to strengthen our role, not just in medical science, but also in shaping government policy, boosting the economy through life sciences and building strong partnerships in industry and research. We are more committed than ever to using our trusted voice to support innovation, entrepreneurship and leadership development, and ensuring patients and the public can be proactively involved in their healthcare and in health research.

We are seeking to appoint a trusted and visionary leader who can lead the Academy through significant organisational changes. This will require someone with proven authentic leadership—transparent, engaging, and committed to fostering an environment where scientific curiosity meets strategic influence. This role requires a person who can effectively liaise with governmental bodies, ensuring that medical sciences influences policy and resource allocation to optimise societal health outcomes. Similarly, driving economic growth through engaging the Fellowship and powering smart collaborations with industry leaders will be crucial.

The opportunity to lead the Academy of Medical Sciences today is to craft the narrative of tomorrow's medical science landscape. Join us, and together, let's redefine the horizons of what we can achieve.



**Professor Andrew Morris CBE FRSE PMedSci**

# Our vision, mission and values

## OUR VISION

Good health for all  
supported by **the best**  
research and evidence

## OUR VALUES



We strive for excellence



We act on evidence



We behave with integrity



We collaborate widely



We are inclusive and actively seek diversity in all forms

## OUR MISSION

The Academy's mission is to help create an  
**open** and **progressive** research sector to  
improve the health of people everywhere



We support researchers with innovative funding and career development opportunities



We help create a more sustainable environment for delivering outstanding research



We help researchers to work with academia, charities, the public, policy makers and industry to make the greatest difference to health

# Our strengths

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- A Fellowship of the most influential scientists in the UK and worldwide
- An inspiring community of emerging and established research leaders
- Connections across the science sector including National Academies, charities and industry
- A vibrant and growing network of European and global partnerships and collaborations
- An ability to influence policy by connecting the insights of our Fellowship, researchers, patients and the public
- The meaningful involvement of patients and the public to shape our work
- A talented and committed staff team who embody our values

This specification should be read in conjunction with the Academy of Medical Science's [website](#), and [Strategy 2022-2032](#), *Making medical science work for everyone*.



# Our activities

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## **Connecting, engaging and developing our Fellowship**

Our 1500 Fellows are central to all that we do. The excellence of their science, their contribution to medicine and society and the range of their achievements are reflected throughout our work. With our Fellowship at the heart, we are working to connect the brightest minds with a breadth of expertise and backgrounds. We work with Fellows to find solutions for future health challenges and shape the landscape of medical science.

## **Supporting researchers**

Today's early career researchers are the Fellowship of tomorrow – we are supercharging the careers of emerging research leaders through our grants and programmes. We have supported some 2,000 early- and mid-career researchers and emerging research leaders through a combination of funding schemes, mentoring, career and scientific events, and networking. We offer a holistic package of support, helping researchers through key transition points to independence.

## **Strengthening policy through independent thought leadership**

We are uniquely placed to provide expert, evidence-based policy advice, and to serve as a champion of biomedical research in the UK. To do this, we draw upon the expertise of our Fellows, the researchers we support and leverage our convening power across academia, industry, healthcare, and government.

## **Working globally**

We provide a trusted global voice for medical and health research. Our international programmes convene wide-ranging expertise across the world to deliver global evidence-based policy work. We also work with international partners to adapt and implement career development and research capacity-strengthening schemes.

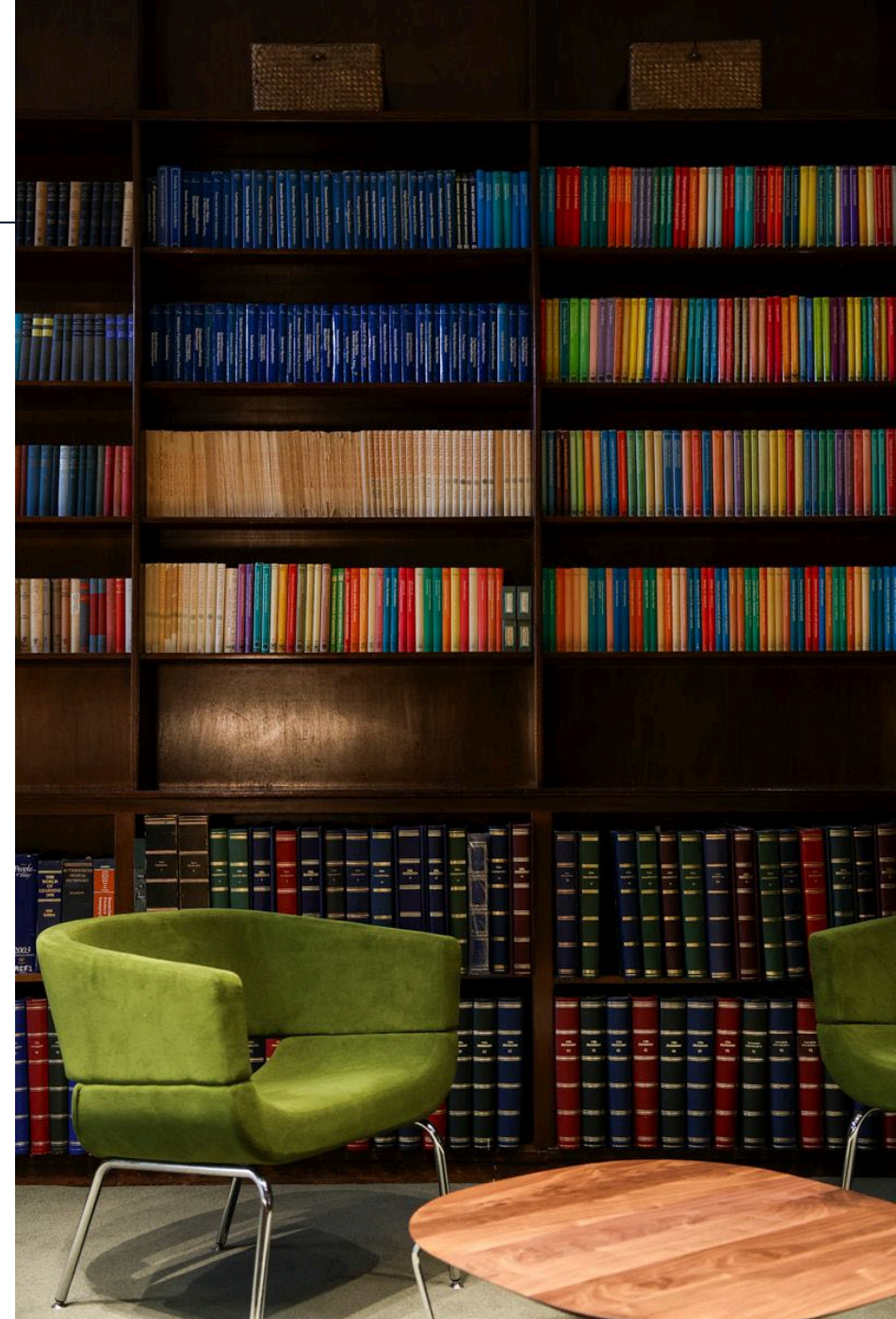
## **Involving patients and the public**

We create opportunities for public involvement in policymaking practices and research, while expanding the diversity of people and disciplines involved. Our public engagement programmes provide patients and carers from underrepresented communities with the skills, opportunities, and support they need to influence decisions about research and policy.

# Our scale and finances

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- The Academy of Medical Sciences serves a Fellowship of 1,450.
- We have 98 members of staff.
- Our headquarters is in Marylebone at 41 Portland Place.
- The annual turnover of the Academy is £25 million, mostly generated through our charitable activities.
- We have a conferencing and trading business, which turns over c. £1 million per annum.
- Our funds total £20 million, although we have no large endowment to draw down.
- Our main funders are the UK Government, and Wellcome, with the majority of our income restricted for specific programmatic activities.





# Our people and governance

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## **Governance**

The Academy is governed by a Council of Fellows who serve as its trustees, including six Honorary Officers, whose role is to provide leadership to the Academy, within their portfolio and strategic advice to the Academy. Council is currently attended by emerging research leaders and patient observers. Trustees are supported by the Executive and Officers Group and specialised committees. Council and Honorary Officer meetings are chaired by the President of the Academy. The Chief Executive leads the Academy's staff, and reports to the President.

## **Staff**

The Academy is administered by a professional team of staff dealing with a range of Academy activities including governance, Fellowship elections and engagement, academic careers, medical science policy in the UK and globally, finance and facilities, communications and public and patient engagement. Working as a team, staff are creative and responsive to changing demands. As individuals, they are motivated and empowered to carry out their duties. The Academy takes pride in promoting work-life balance, and staff benefit from a working environment focussed on health and wellbeing.

## **Senior leadership team**

The Chief Executive's senior leadership team oversee the key activities of the Academy. They include:

- Director of Medical Science Policy
- Director of Biomedical Grants and Policy
- Assistant Director of Grants
- Director of Communications and Engagement
- Director of Finance and Resources

The Chief Executive has two further direct reports

- Head of Fundraising and Development
- Head of People and Culture

## **Diversity**

We are committed to working towards full equity of opportunity for all, embedding inclusion in our own organisation, practices, work, and the wider medical science sector. We seek and celebrate diversity in all its forms, confident in the knowledge that our differences can only strengthen medical science. We strive to ensure that no individual or group is disadvantaged on any ground including age, caring responsibilities, disability, gender reassignment, marital status, sex, sexual orientation, race, religion or belief.



# The role

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This is an exciting and critical moment for biomedical research in the UK. The Academy can be a key driver of national prosperity, health, and growth. At the same time, we are challenged by global competition, technology changes, including AI, and a need to diversify our funding base. In this context, a capable, influential Academy is essential to the future health of biomedical research, as a uniquely positioned, authentic, independent influencer of change, and convener of innovation and novel partnerships. The responsibilities of this senior leadership role include the following:

## **Institutional leadership and management**

- Strong trusted leadership to make the Academy a visible and high-profile partner within government and across the sector.
- Build and manage a highly effective staff, through inspiring and ambitious leadership, development and oversight.
- Ensure the efficient and effective use of the Academy's resources and assets, including its reputation and convening power, as well as its intellectual property assets, and financial resources. Leverage these resources to their full potential in service of the Academy's mission, and its Fellowship.
- Secure additional resources, including from government, industry, and philanthropies.
- Develop continual improvement of the Academy, ensuring an innovative, flexible organisation, that is capable of meeting future challenges. Ensure optimal organisational structures, systems, oversight, and a highly motivated staff.
- Ensure that the Academy's commercial activities are effectively managed; serve as a director of its trading company.

## **Strategy**

- Equip the Academy to anticipate and embrace innovation and change. We serve a highly innovative sector, and one that faces multidimensional disruption.
- Lead the implementation of the Academy's Strategy 2022-2032, translating its broad vision into actionable objectives, complemented by robust and innovative business plans.
- Support the President, Council and committees in their stewardship, oversight, and strategic leadership of the Academy. Provide advice, support, and ensure that governance, legal and regulatory responsibilities are discharged.
- Protect and promote the Academy's reputation for excellence, as its essential asset.

# The role (cont.)

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## Partnerships and representation

- In close partnership with the President, Honorary Officers, Council and Fellows serve as a visible leader of the Academy, in the promotion of its aims, mission, and interests with external stakeholders, the biomedical research community, donors, and international partners.
- Maintain strong relationships and earn trust with key stakeholders in Government, parliament, the NHS, other national and overseas academies, industry, professional bodies and other organisations which contribute to the achievement of the Academy's objectives.
- Lead the engagement of new partners, including ensuring we are a truly national Academy and develop our convening power, particularly related to brokering novel partnerships between sectors.
- Attend all General Meetings and meetings of the Council and other governance committees, ensuring that appropriate records are taken.

# Person specification – experience and skills

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## Essential experience

- Leadership in university/charitable research sectors or intensive R&D industries
- Leading large, complex and diverse organisations through successful change.
- A track record running and fostering a diverse organisation.
- Operating effectively in a government environment, forging relationships, influencing stakeholders including researchers and NHS.
- Service of a complex board of trustees
- Experience of organisational development
- Experience gained in a membership or fellowship environment is desirable.

## Essential skills

- Excellent communication skills with proven ability to present confidently to a range of audiences and ability to write clear and persuasive written reports.
- Sound diplomacy and negotiation skills, with a well-honed political awareness.
- Comfortable networking and liaising with people at all levels, dealing with researchers, Fellows, the NHS, government departments and patients and the public.
- Strong inspirational leadership skills with a facilitative leadership style able to energise and empower staff and senior leaders.
- Strategic vision, with the ability to optimise the delivery of that strategy through organisational change, and derive the maximum value from the Academy's resources.
- Financial acuity and the ability to manage resources effectively and to a budget.

# Person specification - competencies

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**Strategic vision:** Ability to articulate and implement a forward-looking strategy that addresses the evolving landscape of medical sciences.

**Inspirational leadership:** Exceptional capability to inspire, motivate, and lead teams towards achieving common goals with a shared sense of purpose.

**Stakeholder engagement:** Skilled in building and maintaining robust relationships with diverse stakeholders, influencing policy, and advocating for the Academy's objectives.

**Decision-making:** Strong analytical skills and decisiveness, able to effectively navigate complex challenges and make choices that align with the Academy's best interests.

**Adaptability and innovation:** Demonstrates flexibility and a willingness to embrace change, fostering an environment of innovation and continuous improvement.

**Integrity:** Committed to high ethical standards, ensuring transparency and accountability in all actions and decisions.

# Particulars

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## **Salary and benefits**

The base salary for this position is £140,000.

[Further information on the package of employee benefits is available here.](#)

## **Work location - 41 Portland Place, London**

The Academy operates a hybrid working model with agile working principles in place. This role is expected to be in the office a minimum of two days per week.



# How to apply

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**The Academy of Medical Sciences has retained Saxton Bampfylde to advise on this appointment.**

Candidates should apply for this position through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **ZBUIA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete an optional equal opportunities monitoring form.

The equal opportunities data will not be shared with anyone involved in assessing your application, either at Saxton Bampfylde, or at the Academy. The data is for the purpose of anonymised diversity monitoring.

- We are committed to working towards full equity of opportunity for all, embedding inclusion in our own organisation, practices, work, and the wider medical science sector.
- We seek and celebrate diversity in all its forms, confident in the knowledge that our differences can only strengthen medical science. We strive to ensure that no individual or group is disadvantaged on any ground including age, caring responsibilities, disability, gender reassignment, marital status, sex, sexual orientation, race, religion or belief.
- Our EDI work expands beyond protected characteristics to include geography, research subject and sector, clinical and non-clinical specialties, career stage, and socio-economic background.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.