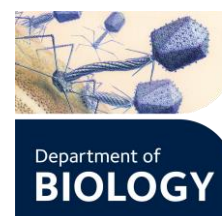


Job description

Post	Ineos Oxford Institute (IOI) Director
Department	Ineos Oxford Institute for Antimicrobial Research, Biology
Division	Mathematical, Physical and Life Sciences Division (MPLS)
Location	Life and Mind Building, South Parks Road, Oxford, OX1 3PS
Grade and salary	Grade RSIV – salary competitive
Hours	Full time
Contract type	Fixed-term (5 years)
Reporting to	Head of Division for the wider IOI mission & Head of Cognate Department for their personal research program
Application deadline	9:00am GMT on Monday 17 th March 2025
Vacancy reference	178109
Recruitment contacts	lucy.roper@perrettlaver.com
Additional information	Applications are to be made via Perett Laver at the link below; https://candidates.perrettlaver.com/vacancies/4553/director/





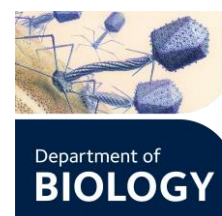
The role

The IOI is looking for a new Director who will have an exciting and transformational opportunity to lead and develop the strategy, vision, growth, and long-term success of the Institute in its next phase. The IOI presents a unique opportunity to harness expertise across the University. We are seeking an individual with an international scientific track record relating to antimicrobial resistance and/or drug development. The successful candidate will ideally have existing relationships with at least one group of key stakeholders including funders, NGOs, policy makers, and pharma. The Director should be highly research active prior to this role and space in the state-of-the art laboratories will be made available to their group in the Life and Mind Building in Autumn 2025.

It is anticipated that the Director will also be a member of the Department of Biology or Chemistry depending upon their area of scientific expertise. This will be discussed further with shortlisted candidates.

Responsibilities

- Undertake and lead internationally acclaimed research in an area central to antimicrobial resistance, for example discovery and development of drugs for tuberculosis, fungal infections or sepsis
- Provide scientific leadership and strategic direction to the scientific, educational and engagement programmes of the Institute to maximise high-quality delivery, outputs and outcomes
- Advocate for the IOI and its objectives nationally and internationally
- Help drive the Oxford AMR network and build links with internal stakeholders in Oxford, that forge and foster collaborative working
- Conduct complex discussions and negotiations to influence scholars, funders, and stakeholders including national agencies, business and industry leaders, governments, and policy makers
- Promote knowledge exchange, collaboration and communication with industry to deliver impact
- Lead on relationship management with key funders and stakeholders and ensure that communications are effectively managed
- Ensure that effective governance is in place to support the implementation of research strategy and programmes
- Lead a long-term fundraising strategy to underpin financial sustainability
- Oversee and inspire development of new avenues of research in response to the challenges of antimicrobial resistance
- Chair the Executive Committee (the key decision-making body of the Institute) and other relevant committees and meetings, providing highly effective leadership and strategic input.
- Work with the IOI head of administration and finance and other professional services staff to ensure that planning, project management, financial controls, HR, budgeting and reporting



frameworks are in place to support the implementation and monitoring of research strategy and programmes

- Oversee the effective career development and mentoring support of research staff based in the Institute, in alignment with University policy and frameworks
- Develop an inclusive research culture in the Institute that is aligned with best practice relating to equality, diversity and inclusion

Selection criteria

Essential selection criteria

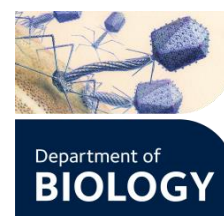
- An outstanding international scientific track record in the field of antimicrobial resistance and/or medical research
- Experience of working effectively with major relevant stakeholders including funders, industry, NGOs, policy makers and governments
- Proven highly effective leadership across diverse teams and the ability to form and articulate a strategic vision that resonates with others
- Proven ability to innovate and offer creative thought and solutions to a broad spectrum of issues
- A motivational, effective and inclusive leader who can inspire and work productively with a diversity of colleagues in research and operational roles
- Experience of fundraising and financial oversight, including attracting and managing significant research income
- Able to manage conflict and negotiate successful outcomes
- Outstanding management and influencing skills
- Able to work effectively with industry and related organisations and support the translation of IOI research into commercial opportunities
- Excellent written and oral communication skills, with a proven track record of articulating strategy, values, and goals to individuals, groups and the media.
- Experience of chairing and presenting to decision-making bodies.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>



Hazard-specific / Safety-critical duties

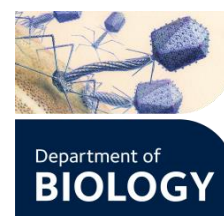
This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Driving on University business
- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- Work in clinical areas with direct contact with patients (NOT administrative roles)
- Work with allergens, Eg laboratory animals, pollen, dust, fish, insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:



- Travel outside of Europe or North America on University Business



About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit www.ox.ac.uk/about/organisation.

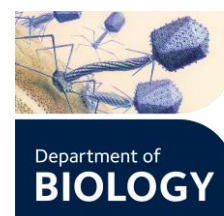
The Department of Biology

You will be joining the Department of Biology at an exciting time. The Department was established in August 2022 as a result of a merger between the Departments of Zoology and Plant Sciences and is preparing to move into the new state-of-the-art Life and Mind Building this year.

The Department of Biology is recognised internationally for its research in a wide range of fields spanning all levels from molecules to ecosystems, and tackling global challenges through fundamental bioscience research. Over time, the research interests of the Department has been focused on five primary themes: Behaviour & Biomechanics; Ecology & Conservation; Evolutionary Biology; Microbiology & Infectious Disease; and Molecular Plant Biology. Research is conducted in all spheres from laboratory and in silico analysis to theoretical and field-based research.

At all times we seek to reinforce the connections between research and our education offering, at both graduate and undergraduate level. The Department teaches a four-year undergraduate degree MBiol course in Biology, with fourth-year students undertaking a Masters-level research project. It also supports a variety of graduate placements and hosts the University's DPhil in Biology.

External research income to the Department is derived from over 50 different funding agencies, with the principal current funders being the European Research Council, the Royal Society, the Wellcome Trust, BBSRC and NERC. The Department has a significant record in integrating broader societal impacts of its research, including the provision of policy to government at the highest level, as well as supporting the commercialisation of research through spin-out companies and licensing arrangements that have generated hundreds of millions of pounds' worth of innovation.



The Department is located in the University's Science Area at two sites, and will move into the new £200m Life and Mind Building in 2025 that will include extensive laboratory provision with controlled environment rooms, glasshouses and an imaging suite. The Department also benefits from extensive facilities at the John Krebs Field Station at Wytham, with Wytham Woods nearby, as well as partnerships with organisations in the area such as the Oxford Botanic Gardens and Oxford Natural History Museum.

For more information please visit: <https://www.biology.ox.ac.uk>

The Department of Biology holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Ineos Oxford Institute for Antimicrobial Research (IOI)

Scientists at the IOI apply state of the art medicinal chemistry and microbiology approaches to antibacterial drug discovery to enable and promote the development of breakthrough new treatments for human bacterial infections. Our science-focused approach is interdisciplinary and highly collaborative, both within Oxford and internationally.

The Ineos Oxford Institute was created following a significant gift from INEOS to the University of Oxford in 2021. The Institute aims to rapidly advance research, education and collaboration in search of solutions to the growing threat of antimicrobial resistance (AMR). The IOI will become a centre of world-class scientific talent, working collaboratively with a growing number of bodies focusing on AMR across the world. The IOI are committed to training a cohort of scientists in the fields of antimicrobial resistance and drug discovery. This includes on-going training of laboratory scientists, and a range of opportunities including PhD initiatives, short courses and seminar series. The IOI seeks to stimulate innovation and collaboration within academia and with industry and government. The overarching ambition is to be a world leading institution for the discovery of novel antibiotics and new approaches to combatting antimicrobial resistance.

IOI is the hub of the Oxford AMR Network and funds multidisciplinary programmes within the university and beyond. The IOI also undertakes international collaborative studies with global surveillance and assessment programmes to understand the impact of antibiotic resistance on low-middle income country health and agricultural structures. We aim to develop important actionable estimates of the AMR burden that will impact global and regional policy decisions.

Addressing antimicrobial resistance requires a global effort. It will be critical to develop the pipeline to train a cadre of scientists in the field of antimicrobial research.

About the Mathematical, Physical, and Life Sciences (MPLS) Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University, alongside the Humanities, Social Sciences and Medical Sciences Divisions. It is led by an academic Head of Division (Professor J Naismith) and an administrative Divisional Registrar (Dr



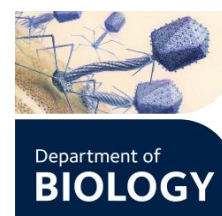
Tracy Gale) and comprises nine of the University's academic departments – Biology, Chemistry, Computer Science, Earth Sciences, Engineering Science, Materials, the Mathematical Institute, Physics, and Statistics – as well as Begbroke Science Park, the multidisciplinary Ineos Oxford Institute for Antimicrobial Research and an interdisciplinary Doctoral Training Centre.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

MPLS is proud to be home to some of the most creative and innovative scientific thinkers and leaders in academia, whose interdisciplinary research is tackling major societal and technological challenges, from new energy solutions or improved cancer treatments to understanding climate change processes and helping to preserve biodiversity, tackling antimicrobial resistance, advancing AI and quantum technologies and space exploration, and much more. The quality and impact of our work have been recognised by successive rounds of the national Research Excellence Framework and Teaching Excellence and Student Outcomes Framework exercises, and our departments frequently top the major higher education league tables. We teach around 7,300 students (including around 3,400 graduate students) and are playing a key part in training the next generation of leading scientists.

Divisional activity is co-ordinated and represented by the MPLS Divisional Office based at 9 Parks Road, in the heart of Oxford's Science Area. The Divisional Office, which is led by the Divisional Registrar, has around 55 dedicated members of staff, as well as a number of colleagues who are embedded in divisional teams but based in central University services (e.g. in Finance, HR and Development).

To find out more, please visit: www.mpls.ox.ac.uk.



How to apply

Applications are to be made via Perett Laver at the link below;
<https://candidates.perrettlaver.com/vacancies/4553/director/>

For more information please contact lucy.roper@perrettlaver.com

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **9am** GMT on the closing date stated in the online advertisement.

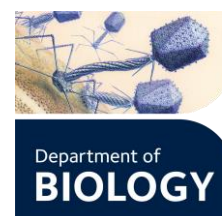
If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).



Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See <https://hr.admin.ox.ac.uk/staff-benefits>

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more <https://staff.admin.ox.ac.uk/health-assured-eap>

University Club and sports facilities

Membership of the University Club is free for University staff. It offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

Reimbursement Policy: <https://staffimmigration.admin.ox.ac.uk/reimbursement-policy>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see <https://hr.web.ox.ac.uk/family-leave>). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See <https://childcare.admin.ox.ac.uk/>.

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at <https://edu.admin.ox.ac.uk/disability-support>. For information about how we support those going through menopause see <https://hr.admin.ox.ac.uk/menopause-guidance>

Staff networks

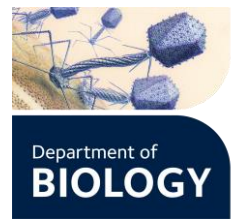
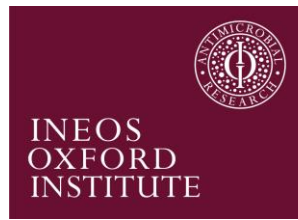
The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at <https://edu.admin.ox.ac.uk/networks>



The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is run by volunteers that aims to

assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.



Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more <https://www.ox.ac.uk/research/support-researchers/researcher-hub>

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more <https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society>