Executive Director
(Director of Research)
The Milner Therapeutics Institute (MTI)
CLOSING DATE: Monday 7th November
Job Reference: PR33456
Executive Director (Director of Research)

**Salary:**
Grade 12 - Competitive

**Contract:**
Fixed Term until 31st December 2025

**Location:**
Jeffrey Cheah Biomedical Campus
Cambridge Biomedical Campus

**Department:**
The Milner Therapeutics Institute (www.milner.ac.uk)

**Responsible to:**
Professor Tony Kouzarides

**Working Pattern:**
Full Time – We welcome applications from individuals who wish to work flexibly or who are seeking a hybrid working model.

**Applications:**
All aspects of this recruitment process are being managed by Bailey Fisher Executive Search. For an informal discussion, including how to apply, please contact Zoe Robson on zoe@baileyfisher.com

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**Purpose of the role**

The Executive Director is a new and exciting role at the Milner Therapeutics Institute at the University of Cambridge. The Institute acts as a catalyst and driver to unlock the power of emerging discoveries through the formation of dynamic partnerships between academia and industry. The Milner Therapeutics is leading the way by breaking the mould in terms of how academia and industry interact. We have two parallel paths to developing therapeutics: we connect researchers with pharma companies, and we connect entrepreneurs with investors to form new start-ups. The Milner Therapeutics Institute is a buoyant, vibrant and fast-paced environment in which to work and is ideal for those who thrive in the face of change.

The Executive Director will be a dynamic, innovative and experienced leader who will develop, lead and deliver the Institutes ambitious vision and strategy to transform pioneering science into therapies. The Executive Director will provide strategic oversight and management of the Institute’s scientific research programme, the outreach programme and the physical Institute. This includes oversight and management of the Centre for Pathway Analysis (our computational and experimental target discovery research programme), the partnerships and alliance programme, Frame-Shift Bioincubator, Connect: Health Tech, Bio-Spark and all business and operations for the Milner Therapeutics Institute. The role includes responsibility for running the Institute and fund-raising to financially maintain the Institute, including running costs, salaries, equipment and growth of the scientific research programme.

An important part of the role is creating cultural change throughout the University of Cambridge, raising awareness of the value and impact of industry-academic collaboration. This includes through the Milner Therapeutics Institute Consortium—a Consortium which brings together 11 pharmaceutical companies and 3 academic institutions to collaborate on research projects related to targets, technologies and therapeutics areas. The successful candidate will understand the needs and priorities of the pharmaceutical industry and have a keen understanding of academic research that has potential to be translated into drug discovery pipelines. The role-holder will be required to represent the Institute and the University internally and externally bringing together senior industry executives, clinicians and researchers across all Schools and disciplines at the University.

The Executive Director will need to demonstrate outstanding scientific and strategic leadership to develop and deliver the overall research strategy of the Milner Therapeutics Institute. This requires working with the Head of Schools and Pro-Vice-Chancellors to ensure that the Institute adds value to the academic Institution; that appropriate Governance is in place for the Institute and all its initiatives; and that the Milner vision and strategy is aligned with the University.

This is an incredibly rewarding role working at the interface between academia and industry and is enhanced by working with the Milner teams: a diverse group of researchers, senior managers, communication and events professionals, business operations, HR administration and facilities/technical staff.
Key Responsibilities

Strategic and Scientific Leadership
- Overall responsibility for the delivery of the Institute's strategy
- Responsible for the quality of the scientific output and delivery of the Institute's research and development programme
- Building a diverse portfolio of projects, drawing on the machine learning, artificial intelligence and cell-based model experience of the Institute's research team
- Responsible for decision making on the identification and de-risking of target discovery programmes
- Directly, or through your team, provide project leadership for Institute projects

Team management and financial responsibility
- Shape and build the Institute team- responsible for approx. 30 staff and associated budget
- Responsible for raising diverse funding streams to maintain the Institute, including running costs, salaries, equipment and scientific research programmes

Entrepreneurship
- Responsible for the delivery, directly or through the team, of all entrepreneurial activities at the Institute, including Frame-Shift Incubator, Connect: Health Tech and Bio-Spark

Stakeholder engagement, outreach and partnerships
- Responsible for the outreach and communication strategy, through partnerships team, which includes the annual Symposium of 800 attendees, the Milner Therapeutics Consortium and the Institute's extensive outreach programme of 80 companies and over 30 collaborative research projects
- Bring access to a network of potential industrial and academic partners
- Develop collaboration opportunities and new partnerships

Business and Operations
- Overall responsibility for the day to day running of the Institute
- Responsible through the business operations and facilities teams for services provided to all occupants of the Institute
- Responsible for securing funding for new equipment, ensuring the Institute is maintained effectively and services are provided for paying customers

Networking and University Initiatives
- Contributes to the University's life science strategy, liaising with other relevant functions at the University
# Person Specification

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<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
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<tr>
<td>Hold a PhD in Molecular or Cell biology or related discipline and extensive relevant experience in an industrial and/or academic environment.</td>
<td>✓</td>
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<td><strong>Specialist knowledge &amp; skills</strong></td>
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<tr>
<td>Deep understanding and experience of the application of molecular and cellular biology to the discovery and development of disease models for use in therapeutic strategies, supported by a good publication record.</td>
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<td>Experience and knowledge of approaches for target identification and validation, combining data from a range of sources including genetic, human, molecular and omics.</td>
<td>✓</td>
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<td>Experience with grant writing and success in terms of obtaining funding from government and/or commercial sources.</td>
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<td>Knowledge of business development, with an existing network of contacts in industry and academia and an ability to help forge new partnerships</td>
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<td>Experience of entrepreneurship, including a working knowledge of company creation, patent generation and IP generation/licensing.</td>
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<td><strong>Interpersonal &amp; communication skills</strong></td>
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<td>Exceptional ability to provide scientific leadership, communicate vision and supervise and develop staff</td>
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<td>Natural collaborator with an ability to build and lead effective teams across multiple organisations</td>
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<td>Excellent written and oral communication skills</td>
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<tr>
<td><strong>Relevant experience</strong></td>
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<tr>
<td>Experience of leading drug/target discovery projects</td>
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<td>✓</td>
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<tr>
<td>Has identified new targets and mechanisms relevant to human disease</td>
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<td>✓</td>
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<tr>
<td>Experience of building collaborative partnerships between academia and industry</td>
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Behavourial Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Level</th>
<th>Description</th>
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<tbody>
<tr>
<td>Valuing Diversity</td>
<td>A</td>
<td>Considers and respects the ideas, circumstances and feelings of others. Treats everyone with fairness and respect, adhering to the principles of diversity and inclusion.</td>
</tr>
<tr>
<td>Achieving Results</td>
<td>A</td>
<td>Demonstrates a willingness to take difficult strategic decisions and an ability to resolve complex problems. Provides direction on how to manage conflicting priorities and tensions.</td>
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<tr>
<td>Communication</td>
<td>A</td>
<td>Communicates persuasively with senior members of the University, the relevant Committees, and with people at all levels across the University and outside the University in the UK and worldwide as appropriate.</td>
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<tr>
<td>Innovation and Change</td>
<td>A</td>
<td>Fosters a culture of innovation to build the University's capability. Identifies and champions new approaches for improving organisational results and achievement.</td>
</tr>
<tr>
<td>Relationship Building</td>
<td>A</td>
<td>Builds and manages mutually beneficial partnerships and networks, both internally and externally, to create opportunities. Works effectively with senior management colleagues and seeks opportunities for enhancing the effectiveness of teams.</td>
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<tr>
<td>People Development</td>
<td>A</td>
<td>Creates an environment where people are motivated to achieve objectives and enhance their own performance. Puts systems and strategies in place to develop people at all levels across and identifies opportunities to increase organisational capability and capacity through people.</td>
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<tr>
<td>Negotiating and Influencing</td>
<td>A</td>
<td>Develops sophisticated strategies for influencing the most senior members of the University using logic, reason and persuasive arguments. Effectively reconciles divergent interests.</td>
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Milner Therapeutics Institute (MTI)

The Milner Therapeutics Institute (MTI) is a purpose-built research institute at the University of Cambridge. The Overarching vision of the MTI is to convert pioneering science into therapies. The MTI is breaking new ground in academic/industry interactions and demonstrates a world-leading model of start-ups, academics and pharma companies working side by side at the bench. The environment of the MTI offers a unique opportunity to work at the interface of academia and industry, applying ground-breaking technologies to drug discovery and patient treatment.

The Institute houses: The Centre for Pathway Analysis, Startcodon accelerator programme, Frame Shift Incubator and the Joint AstraZeneca-Cancer Research UK Functional Genomics Centre. Within the Milner's own centre for Pathway Analysis, our research focus is target validation through artificial intelligence, machine-learning, functional genomics and tool compound analyses. Our aim is to investigate and validate signatures of disease to uncover new high confidence targets for drug discovery.

The Institute is also the global headquarters for the Milner Therapeutics Consortium and Global Alliance, which consists of 82 organisations and connects academia and industry to enable collaborative research. Our events programme to facilitate interactions across this network includes an annual Symposium that has grown to over 850 attendees, monthly seminars and bespoke workshops.

The MTI is based at the Jeffrey Cheah Biomedical Centre, which also houses the Wellcome-MRC Cambridge Stem Cell Institute and the new Cambridge Institute of Therapeutics Immunology and Infectious Disease (CITIID).

Milner Cultural Values

All employees at the Milner Therapeutics Institute agree to uphold the following key values in order to build, develop and foster a positive and productive work environment.

1. Embracing uniqueness

There is no other department or institution doing what we do at the Milner Therapeutics Institute. Our culture is forward-thinking and adaptive, and team members are encouraged to be actively involved in MTI strategy.

2. Clear and respectful two-way communication

Team members understand that they each have the power to shape a great working culture through clear and respectful communication. Through line management and team strategy meetings, all employees are given regular opportunities to identify issues, address them, and put guidelines in place to create and maintain a positive work environment.
3. Equality/diversity

We believe that diversity is the key to great ideas and that having team members from different walks of life is essential to a dynamic work environment. Team members respect each other for their differences and where communication issues arise, actively seek support to identify and remedy this early on and in a respectful way.

4. Leading by example

Team members understand and appreciate that their own attitude/words have impact on others, even if sometimes the intent is innocent. Team members are self-reflective and act as representatives of Milner cultural values and lead by example to other/new team members.

5. Work-life balance

The MTI culture respects healthy work-life balance, and is open to discussion around flexible working including compacted hours, hybrid working, flexi-time etc. This should always be discussed with line management: flexibility works both ways and respectful communication is key to achieving a work-life balance for all.

6. Room for mistakes

Team members adopt a ‘fail fast, learn fast’ approach, meaning the MTI is a safe space for mistakes and failure. Mistakes should be met with empathy at all levels of seniority and team members are supported to learn and improve.

7. Celebrating successes

Team members are encouraged to communicate their own successes and appropriate celebrations will be funded by the MTI wherever possible.

8. Supporting each other

Team members recognise that we are all on the same side, working toward the same mission.
Terms of Appointment

Tenure and probation
Appointments will be made on a fixed-term basis until 31st December 2025 due to limited funding. Appointments will be subject to satisfactory completion of a 2-year probationary period.

Hours of Work and Working Pattern
The hours of work for the position are full-time / 37.5 hours per week, working Monday – Friday.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk.

Annual leave
Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata’d based on days worked.

General information
Pre-employment checks

Right to work in the UK
We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration
Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications
The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References:
Offers of appointment will be subject to the receipt of satisfactory references.

Equality and Diversity
We particularly encourage women and/or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability
The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at http://www.admin.cam.ac.uk/offices/hr/staff/disabled/

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.
The University

The University of Cambridge is one of the world’s oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world’s leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.
About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany’s Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University’s make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019
Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University’s estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality & diversity
The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University’s Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.
Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support
The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit https://www.accommodation.cam.ac.uk/. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service
The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit https://www.accommodation.cam.ac.uk/
What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

Pay and benefits
The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

CAMbens employee benefits
We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.
What Cambridge can offer

Family-friendly policies
The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees’ work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: [https://www.childcare.admin.cam.ac.uk/](https://www.childcare.admin.cam.ac.uk/)

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: [https://www.opda.cam.ac.uk/](https://www.opda.cam.ac.uk/)

Your wellbeing
The University’s Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the Cambridge Science Festival and Cambridge Festival of Ideas, as well as Open Cambridge weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities
We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. Apprenticeship programmes are also available to support employees to develop their skills, experience and qualifications.
How to apply

All aspects of this recruitment process are being managed by Bailey Fisher Executive Search. For an informal discussion, including how to apply, please contact Zoe Robson on zoe@baileyfisher.com.