



We're looking for a Director of Research to join our team

Salary: Circa £90,000

Base: Central Edinburgh/hybrid preferred. Fully remote with regular travel to the Edinburgh office is a possibility for candidates beyond reasonable commuting distance.

Hours: Full time and permanent: 35 hours a week over core working hours of 10am – 3pm.

To support the Team's work-life balance, we work **a nine-day fortnight** where the charity is closed every second Friday i.e. in this week staff only work 28 hours.

The office is open 8am – 6pm daily and our hybrid working policy requires all full-time office-based employees to work at least two days a week in the Edinburgh office. For a remote working arrangement, at least monthly travel to the office will be required.

Please note that as a flexible employer other working patterns and hours can be considered and the need for flexibility should not be a barrier to application.

Benefits: 9-day fortnight, 10% employer pension contribution; employee assistance programme and counselling service; enhanced maternity/paternity/adoption pay; enhanced sick pay; 31 days' paid holiday/year plus four paid winter public holidays; 2-weeks fully remote working/year; three paid carer days/year; death in service benefit; cycle to work and travel season ticket schemes.

About the role and why we need you

As Director of Research, you will contribute to leadership of the whole charity as a member of the Senior Management Team and oversee all our charitable activity by directly leading the Research Directorate. Core charitable activity is the discovery research grant funding programme and, after several years of growth, we are now poised for the next phase of strategic development. This means answering questions such as: Can we increase our reach to new discovery cancer research ideas across the world? How do we ensure that access to our research funding is truly inclusive and equitable? And is there anything more we could and should be doing to help turn those ideas into patient impact?

You will have a PhD in a molecular/cell biology- related field and recent experience in a senior research management role that involved strategy development and some exposure to working at Board level. You will have an aptitude for strategic analysis and be good at making the complex, simple. As a strong communicator able to quickly establish professional credibility, you will be able to represent the charity as a

media spokesperson and cultivate relationships with partner funders and high-level charity supporters. And your skills in translating deeply technical science in an inspirational and accessible way for a non-expert audience will be key to driving further fundraising income and helping the charity achieve its ambitious curestarting goals.

If this sounds like the role for you, we would love to hear from you.

Who are we?

At Worldwide Cancer Research, we start new cures. Cancer is still one of the leading causes of death worldwide, but cutting-edge science can give us hope. Discovery research seeks to uncover new knowledge that could change the way we think about cancer. It reveals new ways to prevent, diagnose, and treat cancer that can save lives.

We actively seek unconventional and imaginative ideas from scientists at all stages of their career, across the globe. In some cases, we are the only organisation that will fund a scientist's idea. We take an unbiased approach to research funding by focusing on supporting only the best ideas for new cures. By having a diverse research portfolio, we increase our chances of finding breakthroughs.

Our vision is of a day when no life is cut short by cancer, and we believe we can achieve this by starting the life-saving advances of the future by sowing the seeds of discoveries. Anyone that helps bring forward breakthroughs – including our staff, our supporters, and the researchers we fund – is a Curestarter.

As a charity, we are committed to opportunity without barriers, and we are striving to seek, value and learn from different perspectives and experiences. We want Worldwide Cancer Research to be an inclusive organisation – where everyone can be themselves and feel valued – as diverse as the scientific community we fund and the families whose lives we impact.

We are committed to ensuring that we provide equal opportunities to every applicant regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We aim to ensure that our recruitment process is unbiased and that everyone is treated equitably. In support of this, we have pledged to 'Show the Salary' for our roles and we are registered as a Disability Confident Committed Employer - because our team members are at the heart of everything we do to start new cancer cures around the world.

To help start new cancer cures and save lives, we are looking for a Director of Research to lead the Research Directorate, the charity's multi-million-pound global funding programme for discovery cancer research.

How do I apply?

- Please email your CV with your cover letter to: recruitment@worldwidecancerresearch.org
- You will find the full **job profile** and our **benefits** on [Worldwide Cancer Research careers](#)
- Closing date is **13 January 2025**, 12 noon.
- **First round interviews will be held virtually on 6 February 2025** and the second round for shortlisted candidates will be held in person, in our Edinburgh office on 27 February 2025 - we will contact all applicants as soon as possible after selection for interview.
- We are a disability confident committed employer - please contact Paula Cahill, our HR Manager, if you have any questions about our recruitment process, accessibility and adjustments to support you: paulac@worldwidecancerresearch.org
- Please note your cover letter will be key to the success of your application and applications without cover letters may not be considered.
- Please consider the use of AI in your application carefully, AI generated content tends to be generic and is unlikely to showcase your individuality and suitability for the role.
- Please tell us where you first saw this job advertised.



Additional information

Award

Worldwide Cancer Research is a team of around 50 and we run an annual Employee Engagement Survey; in 2024 we achieved a 93% positive response to 'I would recommend Worldwide Cancer Research as a good place to work'.



Privacy

We will hold your application data on file for six months after the end of the recruitment round, after which your data is deleted or destroyed. Please view our [Recruitment Privacy notice](#) . Thank you for your interest in our work.

Post: Director of Research

Responsible to: Chief Executive

Responsible for: Research Directorate (9 posts across three functions; research funding, research impact and evaluation, science communications)

Key contacts/relationships:

Internal – Chief Executive, Senior Management Team (SMT), Board of Trustees, All Team Worldwide

External – Scientific Advisory Committee (SAC), research applicants and grantholders, other cancer research funders and funding partners, high level charity supporters including corporate partners and major donors.

Purpose:

To contribute to leadership of the organisation both as a member of the SMT and by direct leadership of the Research Directorate.

To develop and implement Research Strategy and plans towards delivering the charity's ambitious research funding goals.

To champion international discovery cancer research and raise the profile of Worldwide Cancer Research with key audiences and stakeholders.

Key responsibilities:

Leadership, strategy and planning -

- Provide leadership as a member of SMT in
 - Developing, communicating and delivering organisation strategy
 - shaping working culture and upholding our cultural values
 - driving continual improvement in organisation efficiency and effectiveness, including digital maturity.
- Take overall accountability for the charity's research funding programme and associated charitable activity; directly lead the development and implementation of strategy, policies and operational plans within this area of responsibility.
- Ensure research strategy and plans are fully integrated with the wider organisation, with particular attention to the interplay between research and fundraising.
- Set Directorate objectives, deliverables and KPIs during annual planning; monitor performance and lead staff to achieve these.
- Act as the executive lead within the Research Strategy board sub-committee, supporting the committee to contribute strategic oversight and drive to the research programme.
- Maintain a broad and up to date understanding of global cancer research trends and the international research funding environment; interpret this knowledge to bring strategic insight to SMT and the Board.

- Work with the Information Governance & Compliance Manager to oversee and take overall accountability for effective governance, risk management and compliance with relevant guidelines, legislation, and policies within this area of responsibility.

Research funding and impact -

- Oversee research management processes that adhere to AMRC best practice guidelines and provide a diligent, consistent and efficient approach to managing the charity's research funding
- Ensure that equity, diversity and inclusion is actively managed and promoted within the research funding programme, in line with the charity's EDI policy
- Directly manage membership of the Scientific Advisory Committee, ensuring it remains of the highest scientific calibre and reflects the charity commitment to diversity and inclusion.
- Keep up to date with relevant regulations, legislation and best practice in research funding
- Ensure effective monitoring, evaluation and communication of research funding and impact, so that the charity is always accountable to its supporters and stakeholders for delivering the charitable purpose.
- Oversee intellectual property (IP) derived from the charity's research funding – ensuring that the charity receives an appropriate share of any resulting commercialisation revenue.

Partnerships, fundraising and communications -

- Ensure the timely production of engaging, accessible and audience-relevant scientific content for communications and initiatives that support income generation and brand profile.
- Ensure all staff, trustees, ambassadors and partner agencies are equipped to communicate the work and impact of Worldwide Cancer Research simply, consistently, and effectively.
- Lead the charity's extensive research partnership activity, forming and cultivating strategic relationships to fund additional research and increase the impact of our research funding.
- Drive the positioning of charity as a champion of discovery research in the international cancer research community.
- As a member of the SMT, network actively at a senior level to introduce the work of the charity to new contacts and contribute to the stewardship of major supporters.
- Jointly with the CEO, act as media ambassador for the charity on matters relating to research and the charitable purpose.

Supervision of staff

To line manage direct reports providing strategic direction, support and coaching, clear objectives and constructive feedback on performance. Conduct staff supervision duties including, but not limited to, recruitment, appraisal, dispute resolution, attendance monitoring, risk assessments etc. as described in the charity's policies and procedures. Exemplify support of the charity's commitment to EDI in all line management responsibilities.

Generic information to all roles

- The responsibilities described within the job description are not intended as exclusive or exhaustive. They are to highlight the major tasks and duties of the role and the post holder may be required to undertake other duties that are consistent with the overall purpose of the role.
- It is expected that every job description will be subject to a regular review. In addition, posts may be reviewed where there is a change in the requirements of the charity.
- Attend regular team training as required.
- Every member of staff is expected to be a role model to others within the charity and those they encounter in the course of their duties, upholding the charity's values.

Person specification:

Requirements		
	Essential	Desirable
Educational attainment	PhD in a molecular/cellular biology related research field.	Post-doctoral research.
Experience and knowledge	<p>Recent experience in a directly relevant leadership role</p> <p>Experience of or exposure to working at Board level</p> <p>Development and implementation of research strategy, policies and plans in line with organisation strategy and goals.</p> <p>Direct experience and a strong understanding of academic research grant funding principles and processes, especially peer review</p> <p>Production of scientific communications/content to support income generation and brand profile</p> <p>Research partnership development and stewardship, preferably co-funding or directly income-generating</p> <p>Broad technical understanding of cellular and molecular biology, preferably including cancer biology</p> <p>Understanding of IP, translation and commercialisation issues relevant to a discovery research programme</p>	<p>Direct management of a peer-reviewed scientific grant programme in a research charity or other not-for-profit funding body.</p> <p>Management of a scientific advisory committee or panel, including the selection of new members.</p> <p>Some knowledge of international cancer research funding, institutes and funders</p> <p>Experience as a media spokesperson</p> <p>Experience of networking with high level charity donors e.g. corporate partners</p>

	Knowledge of current topics and trends in cancer research and research funding	
Skills and aptitudes	<p>Leadership and teambuilding skills with aptitude for developing and motivating others to perform to the highest standards.</p> <p>Highly effective communicator with the ability to build relationships and establish professional credibility with a wide range of audiences and stakeholders</p> <p>Ability to communicate complex science to a non-expert audience in an engaging, relevant and accessible way.</p> <p>Adaptability, with skills to manage change effectively and sensitively.</p> <p>Aptitude for strategic analysis, with the confidence and ability to provide new thought leadership and insight especially on topics where there is no 'right' answer.</p> <p>Strong decision-making, prioritisation and delegating skills, even in the context of ambiguity.</p> <p>Highest standard of personal and professional integrity and confidentiality.</p> <p>Skills to set and manage performance against a budget and plan.</p> <p>Ability to work effectively at pace and respond positively to challenges.</p>	
Other requirements	<p>Willingness to understand the vision, mission and strategy of Worldwide Cancer Research.</p> <p>Commitment to attend training courses to update knowledge and skills.</p> <p>Commitment to diversity and inclusion.</p> <p>Willingness to demonstrate the charity's values.</p> <p>Occasional travel throughout the UK if required for meetings/key events.</p> <p>Flexibility around out-of-office hours' work when necessary.</p>	