



Position Specification

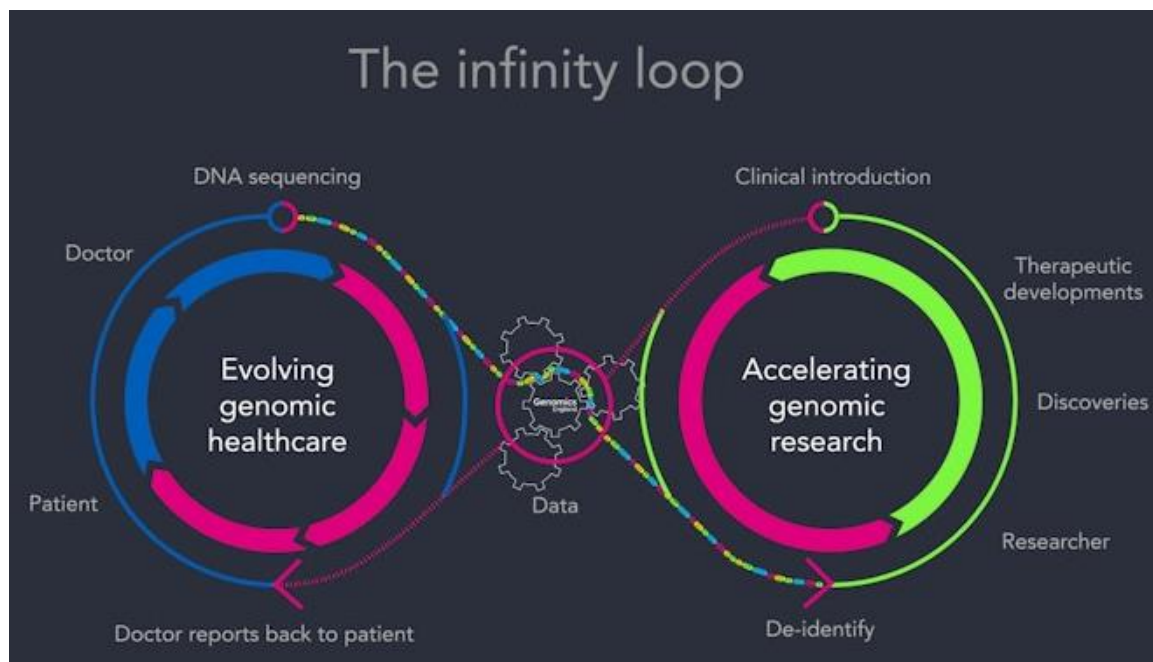
Genomics England
Chief Executive

Genomics England

Genomics England Limited (GEL) works at the cutting edge of science, technology and healthcare. In partnership with the NHS, the Government, researchers, industry and the public, Genomics England aims to realise the potential of genomic medicine, bring health benefits to UK citizens and consolidate the UK's position as the 'go to' destination for international genomic research and investment.

Genomics England, a Government-owned company, was created in 2013 to deliver the 100,000 Genomes Project. Today, the organisation sits within the UK's life sciences ecosystem, enabling the NHS world first whole genome sequencing service, and supporting the academic and commercial research sectors through controlled access to de-identified clinical, genomic and other types of data. To date, over 55,000 whole genome equivalents have been sequenced through the NHS whole genome sequencing service, to enormous patient benefit. The Government's commitment to genomic medicine was crystallised with the 2018 creation of the NHS Genomic Medicine Service and a 2022 pledge of £175m of funding for Genomics England.

Each data point represents an individual who may be waiting for a diagnosis and hoping for a treatment for themselves or a member of their family. Genomics England has a responsibility to keep patients at the heart of all that it does, and to safeguard the integrity of their data. It does this by working closely with an advisory Participant Panel, made up of a diverse group of people whose data is held in the National Genomic Research Library. [This video](#) explains the role of Genomics England and the "infinity loop" that creates ever richer data to improve patient outcomes.



Having delivered the pioneering 100,000 Genomes Project and the human genome sequencing Covid-19 project, Genomics England has a track record of large scale research projects that have a meaningful impact in the nation's health. The organisation is currently leading three major programmes:

- ❖ **Newborn Genomes Programme:** a Generation Study to sequence the genomes of 100,000 newborns to look for a specific set of rare genetic conditions that affect babies and can be acted on.
- ❖ **Cancer 2.0:** exploring two new technologies for the clinic and research: long-read sequencing and analytical tooling for use with multiple types of data e.g. pathology images and genomics data. The data provided by these approaches will support research and inform NHS decision making for the benefit of patients.

- ❖ **Diverse Data:** delivering 15,000 whole genome sequences to ensure the data that Genomics England holds is representative of, and beneficial to, the whole UK population.

These priorities are critical to the delivery of the [July 2021 Life Sciences Vision](#) and the [Genome UK: The Future of Healthcare](#) strategy papers.

For more information please visit: <https://www.genomicsengland.co.uk>

Equity, diversity and inclusion

We are keen to attract candidates from a diverse backgrounds and from traditionally under represented communities. Genomics England is actively committed to providing and supporting an inclusive environment that promotes equity, diversity and inclusion best practice both within our community and in any other area where we have influence. We are proud of our diverse community where everyone can come to work and feel welcomed and treated with respect regardless of any disability, ethnicity, gender, gender identity, religion, sexual orientation, or social background.

Genomics England's policies of non-discrimination and equity will be applied fairly to all people, regardless of age; disability; gender identity or reassignment; marital or civil partnership status; being pregnant or recently becoming a parent; race; religion or beliefs, sex or sexual orientation, length of service, whether full or part-time or employed under a permanent or a fixed-term contract or any other relevant factor.

To guide behaviours at Genomics England, we have a set of [virtues](#), which we embed through a performance development review and which underpin our mission. The Chief Executive should be a role model for these virtues.

Genomics England operates a blended working model implemented based on employee feedback as we know our people appreciate the flexibility. We expect most people to come into the office on average 4-8 times per month as a minimum and dependent on role.

The Role

Genomics England is seeking a Chief Executive to lead the organisation in its mission of powering genomic medicine for the good of the nation. Leading a team of over 500, and working closely with the Chair, Baroness Blackwood, the Chief Executive is responsible for ensuring that the company sets and delivers to stretching and exciting strategic goals to maximise patient benefit and support the UK's life science sector. This will require partnering with a wide range of organisations and individuals in healthcare, academic research and the private sector.

The Chief Executive will ensure the delivery of Genomics England's major programmes, as well as guiding the evolution of the organisation. This is a rapidly evolving field and securing public trust and confidence in the benefits of genomics requires a thoughtful approach to ethics and engagement, as well as clear communication and strong relationships with a wide range of stakeholders.

Genomics England's Chief Executive needs to inspire, to create and to deliver. The appointee will draw on a track record of strategic, operational and people leadership in a complex and challenging environment. The Chief Executive needs to be excited by, and able to help realise, the outstanding opportunities available in using genomic medicine to help transform healthcare.

This role is accountable for:

- **Setting Genomics England's direction:** Genomics England has a compelling vision, serving both patients and researchers. The CEO will need to refresh and implement a new strategy and business plan in the context of a complex ecosystem. Responding to a constantly evolving healthcare system that is impacted by reduced financial resources is integral to the organisation's ability to deliver.
- **Representing Genomics England with key partners:** Genomics England's users are many and varied, including participants, patients, researchers from academia and industry, NHS clinicians and leaders, and the public. The company works closely with Government, including ministers and civil servants, to support the setting of national policy and respond to strategic commissions. The CEO will need to spend time with all of these groups, both nationally and internationally, to understand their needs and manage their demands.
- **Ensuring Genomics England is trustworthy:** Acting as a positive advocate for the appropriate and responsible use of genomic technology in healthcare and research to a diverse range of audiences to secure public trust. Working closely with the Genomics England Participant Panel is a core part of the role. The CEO will need to work in collaboration with the Board, external stakeholders, participants, and internal experts such as the Chief Scientific Officer to address complex ethical challenges and ensure patient impact is at the centre of the debate.
- **Financial and operational performance:** working collaboratively with Government to secure funding will be a key component of the role, as well as securing commercial income through Genomics England's support for the wider research community. The CEO must ensure financial and operational performance is on track, and support colleagues to prioritise effectively against strategic outcomes.
- **Ensuring Genomics England has the right technology:** As the data Genomics England holds expands in size and type, the required technology to maximise its use will need to keep pace. The CEO has ultimate responsibility for ensuring that technology is fit for purpose and able to power its mission.
- **Ensuring Genomics England's people achieve impact effectively:** the CEO is accountable to the Board in delivery against company priorities and will need to ensure retention of a strong team. The development of employees at all levels is an important part of the role.

- **Shaping and role modelling culture and tone:** set the management tone across the senior team and operational leaders through behaviours and actions. Genomics England is proud of its entrepreneurial culture and the CEO is responsible for making Genomics England a destination employer.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

Experience

Whilst strong leadership experience is critical, prior CEO experience is not essential. We are looking for people who have *most* of the following:

- A track record of leadership with a similar delivery organisation.
- Built and led a highly skilled and driven team.
- Experience of working effectively with some of Genomic England's communities is ideal (e.g. clinicians, research alliances or public sector exposure).
- Proven and applied understanding of innovation, technology and data as strategic facilitators of change.
- Experience in building and maintaining a high-performance organisation with an outcome-focused leadership team, a professional culture, and people motivated around a shared vision and common purpose.
- Strong corporate governance and financial oversight. Experience of maximising the commercial potential of businesses.
- Whilst genomic domain expertise is not necessary, the ability to bring out the best in a scientific team, work collaboratively and build a level of knowledge in the field is essential.
- A good understanding of, or exposure to, the NHS at a senior level is desirable. This may be gained as an NHS employee, or as a systems partner, or provider of products and services to the NHS.
 - For candidates who have not worked with the NHS, experience of working with the UK public sector would be beneficial.

Personal Attributes

- A leader with high drive, resilience, commitment, who leads by example.
- A culture carrier who will role model an aspirational and inclusive culture.
- A skilled communicator with the ability to pitch a message to different audiences with different levels of knowledge.
- An ambassador who will inspire partnership across the health system.
- The integrity and credibility through experience to inspire public trust and stakeholder confidence.
- Networking and relationship building skills to maintain existing connections, and create new ones.
- Political skill and personal resilience to work successfully within a complex ecosystem.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- Self-reflective and aware of their own strengths and weaknesses, constantly seeking to learn and grow.
- An execution focus and the ability to set clear and challenging goals which improve the organisation's performance; tenacious and accountable in delivering results.

Location

Genomics England's head office is in Canary Wharf, London. The organisation also has an office in Leeds and a presence within the Wellcome Genome Campus, Hinxton. The CEO will need to be a visible leader, spending time with the team and with various stakeholders.

Terms and Conditions

We pride ourselves on investing in our people and supporting them to achieve their career goals. In addition to a competitive salary, we also offer a benefits package including:

- 30 days' holiday (plus bank holidays), with additional days for long service awards
- A generous pension scheme of up to 15% combined contribution
- Life Assurance (3 x salary)
- Individual learning budgets for every colleague,
- Employee Assistance Programme
- Cycle to work scheme
- Access to a Blinkist account and a wide variety of courses on our portal
- A wide variety of wellness benefits including Gympass, a Headspace account, free weekly Yoga classes
- Enhanced parental leave benefits
- Blended working arrangements

The Selection and Recruitment Process

Russell Reynolds Associates (RRA) has been retained to support this appointment, which will be made by the Board of Genomics England and confirmed by the Secretary of State for Health and Social Care. There will be a number of elements to the assessment of candidates, including opportunities to meet Board Members and key stakeholders, culminating in a final interview. The interview panel will be chaired by the Baroness Nicola Blackwood.

How to apply

To apply, please submit applications by email to Responses@RussellReynolds.com. The closing date for applications is midday on 15th November 2023.

Diversity and Inclusion is important to Genomics England. We want an organisation where you can bring your whole self and feel welcome and included in our mission and workplace, we welcome applications from all candidates.

Your submission should include:

- The reference number in the subject line **2309-090L**
- A short covering letter of not more than two A4 sized pages explaining why this appointment interests you and how you meet the appointment criteria and competencies as detailed in the candidate profile.
- Your current CV with educational and professional qualifications and full employment history, explaining any gaps in your employment history, giving details (where applicable) of budgets and numbers of people managed, highlighting relevant achievements in recent posts.
- The names of at least two referees who may be contacted at shortlist stage, i.e. before the final interview, describing in what capacity and over what period of time they have known you. Referees will not be contacted without your consent.
- A completed Monitoring Form available [here](#)
 - We use the answers to track and report progress in attracting and hiring a diverse workforce. All information collected is reported anonymously and will not be disclosed to anyone involved in assessing your application.

We are here to support you: should you need any adjustments to make the interview process more accessible to you, please contact the Russell Reynolds team at the application address above.