Appointment of:
Director, UK Dementia Research Institute (DRI)

May 2016
EXECUTIVE SUMMARY

The UK Dementia Research Institute (DRI) is a new, national research institute dedicated to understanding the underlying diseases, transforming treatments and improving the lives of people living with dementia. With a budget of some £250 million, led by the Medical Research Council (MRC) with founding charity partners Alzheimer’s Society (AS) and Alzheimer’s Research UK (ARUK), the DRI forms a central pillar of the Prime Minister’s Challenge on Dementia 2020.

To lead the DRI, the Medical Research Council is looking to appoint an outstanding scientist and visionary leader, able to drive and shape the creation of a truly remarkable research facility. The ideal candidate will have the skills and experience to build an Institute of international repute, with a central focus on the biological mechanisms underpinning dementia, coupled with a broad vision and strategy to support research in care, technology and public health.

Either a non-clinical or a clinician scientist you must have the ability to inspire and influence across the basic, translational, clinical, care and public health research spectrum. You must be at ease with fostering effective partnerships with a range of other specialists and stakeholders working across the University sector, the NIHR-funded clinical research sector, the NHS, charities and industry.

This is a senior appointment by the MRC and a competitive salary will be offered and negotiable depending on experience.

Penna recruitment specialists may be contacted for a confidential discussion regarding the role.

Contact Roger Russell: roger.russell@penna.com 0203 829 9765.

Applications should be submitted at: http://execroles.penna.com/. The closing date for receipt of applications is 12pm 13 June 2016. The interview date is 8 September 2016 and will be held in central London.

The MRC, Alzheimer’s Society and Alzheimer’s Research UK value diversity and are committed to equality of opportunity.
The Dementia Research Institute (DRI) aims to deliver a step-change in the scientific understanding of dementia, generating new targets for drug development, reinvigorating the therapeutic pipeline and helping to transform care. As a world-leading institute, it will bring together the critical mass of outstanding researchers and provide access to cutting-edge tools and capabilities in order to:

- accelerate the pace of discovery research to identify new targets for drug development;
- develop new approaches for delivering effective clinical trials to targeted patient groups;
- attract new partnerships with the biopharmaceutical sector to develop new therapeutics and diagnostics; and
- develop and promote strategies for interventions that prevent the development or progression of dementia;
- provide new insights and technology-based approaches to delivering more effective care and support to people with dementia and their carers.

The Prime Minister’s Challenge on Dementia 2020 set out a clear target for research to deliver the first effective treatments and disease modifying therapies for dementia by 2025 and called for the establishment of a national Dementia Research Institute by 2020. The Medical Research Council took the reins as leader of the Institute in November 2015 with a £150 million commitment. Alzheimer’s Society and Alzheimer’s Research UK joined as founding partners in early 2016, contributing an additional £100 million to the initiative.

The Institute will cover dementia across the research spectrum, spanning Alzheimer’s disease (AD), Parkinson’s disease (PD), Frontotemporal dementia (FTLD), vascular dementia, Huntington’s disease and beyond.

“By 2020 I want England to be the best place in the world to undertake research into dementia and other neurodegenerative diseases.”

David Cameron, Prime Minister’s Challenge on Dementia 2020, February 2015
DRI GOVERNANCE AND STRUCTURE

The DRI will be established as a single legal entity, governed by a DRI Board. It will operate across several locations within the UK through a hub and centres structure, with its core budget and scientific direction under the control of the director. The central hub will be based at a major UK university with a track record in neurodegeneration research, where the Director will be located. The Institute will engage up to 400 scientists in a rich and varied programme of research, with a significant number based at the Institute hub and the remainder located in complementary centres located within other leading UK universities.

The positioning of the DRI across several locations will promote and grow partnerships with existing capabilities within the host universities and wider UK research landscape. In particular the DRI will connect to the momentum already created through the establishment of the MRC Dementia Platform UK and the NIHR Translational Collaboration in Dementia Research, and will proactively seek charity, industry and international partners in delivering its mission.

The Director will be accountable to the DRI Board for the scientific leadership and management of the DRI, within the overall context of the MRC-Alzheimer’s Society-Alzheimer’s Research UK partnership Strategic and Delivery Plans, and the remit and scientific strategy of the DRI at its point of establishment.

The Director will be required to exercise this leadership and management in accordance with MRC, Alzheimer’s Society and Alzheimer’s Research UK policies and within the delegated authority and lines of accountability as set out by the DRI Board.

The Director will be accountable to the DRI Board, once established, and MRC Council.
ABOUT THE MEDICAL RESEARCH COUNCIL

The Medical Research Council is at the forefront of scientific discovery to improve human health. Founded in 1913 to tackle tuberculosis, the MRC now invests taxpayers’ money in some of the best medical research in the world across every area of health. Thirty-one MRC-funded researchers have won Nobel prizes in a wide range of disciplines, and MRC scientists have been behind such diverse discoveries as vitamins, the structure of DNA and the link between smoking and cancer, as well as achievements such as pioneering the use of randomised controlled trials, the invention of MRI scanning, and the development of a group of antibodies used in the making of some of the most successful drugs ever developed. Today, MRC-funded scientists tackle some of the greatest health problems facing humanity in the 21st century, from the rising tide of chronic diseases associated with ageing to the threats posed by rapidly mutating micro-organisms. www.mrc.ac.uk
ABOUT ALZHEIMER’S SOCIETY

Alzheimer’s Society is the UK’s leading support and research charity for people with dementia, their families and carers. Dementia affects over 850,000 people in the UK. The Society provides information and support to people with any form of dementia and their carers through our publications, National Dementia Helpline, website and around 3,000 local services throughout England, Wales and Northern Ireland. We support health and social care professionals by delivering high quality education, resources and training. We influence politicians and policy-makers, and campaign for better quality of life for people living with dementia and their carers and greater understanding of dementia.

We also fund innovative research in the areas of cause, cure, care and prevention. We work with scientists and people affected by dementia to ensure that the medical and social research programmes we fund have a positive impact on people’s lives. [www.alzheimers.org.uk](http://www.alzheimers.org.uk)
ABOUT ALZHEIMER’S RESEARCH UK

Alzheimer’s Research UK is the UK’s leading research charity aiming to defeat dementia. Our vision is a world where people are free from the fear, harm and heartbreak of dementia. We power world class studies that give us the best chance of beating dementia sooner.

Alzheimer’s Research UK funds world-leading research into dementia across the UK and beyond, with a Research Network of over 1,000 scientists, and key research initiatives aimed at delivering new treatments, preventions and improved diagnosis. We provide trusted information about dementia to people affected and their families, helping improve understanding around the condition and the potential for research to defeat it. We campaign to keep dementia research on the political agenda, working to ensure government funding for research is a priority and that the environment is right for biomedical research into dementia to succeed. We are building a social movement behind our cause, connecting with thousands of people who are helping to power the fightback against dementia. www.alzheimersresearchuk.org
KEY RESPONSIBILITIES OF THE DIRECTOR OF DRI

1. LEADERSHIP
1.1 Provide leadership, motivation and direction for the scientific programmes of the DRI (including the Director’s own programme where relevant) so as to maximise high-quality scientific delivery, output and outcomes.
1.2 Deliver the DRI vision from concept to reality, building a cohesive research organisation across multiple HEIs to ensure maximal impact for the DRI investment.
1.3 Participate fully in strategic and quinquennial scientific reviews of the DRI and the implementation of outcomes. Ensure the effective resourcing of the research programmes within delegated authority.
1.4 Drive collaborative activities of benefit to the DRI’s mission that complement external UK strengths across diverse areas of biomedical, clinical, care provision and population research, as well as engage novel technologies and international opportunities.
1.5 Promote and implement the opportunities for technology transfer and translation of research into clinical, health and social care.
1.6 Promote the DRI’s key role in UK and international dementia research to the general public to inspire effective engagement and participation in research.
1.7 Support and represent the broader corporate interests of the MRC, Alzheimer’s Society and Alzheimer’s Research UK, and in particular embed both organisations’ core values within the DRI, in terms of promoting scientific and methodological excellence, supporting long-term and cross disciplinary science, promoting open science and effective public engagement.

2. RESOURCE MANAGEMENT
2.1 Plan and manage all resources including staff, finance, capital assets and management information systems, in an effective and efficient manner, ensuring adherence to Council policies and security of assets and records.
2.2 Manage the DRI’s budget to ensure that capital and resource funds deliver value for money, and implement agreed efficiency improvement programmes.
2.3 Manage the DRI in accordance with relevant health and safety legislation and the MRC’s health and safety policies and guidelines.
2.4 Seek opportunities for external funding provided they are consistent with the DRI’s scientific strategy and do not compromise the MRC, Alzheimer’s Society or Alzheimer’s Research UK’s reputation for independence and maintaining high ethical standards.
2.5 Take all necessary steps to protect the DRI’s intellectual property.
3. **STAFF DEVELOPMENT**

3.1 Work closely with an associate director for care and public health research to ensure joined up leadership and direction for the DRI

3.2 Ensure that DRI Programme Leaders and other direct reports have a clear statement and understanding of their areas of responsibility and accountability

3.3 Provide a high quality training and development environment in the DRI

3.4 To lead and promote ‘Equality and Diversity’ activities which will provide a diverse workforce, a commitment to ‘Women in Science’ and fairness.

3.5 Provide an effective and regular process for staff communication and consultation across all levels within the DRI.

4. **GOVERNANCE & RISK MANAGEMENT**

4.1 Implement and reinforce the Council’s policies and processes as summarised in the ‘Directors’ Annual Statement on Internal Control’ (DASIC), with guidance from MRC Head Office Administrative staff on delegated authority and public accountability.

4.2 Ensure compliance with corporate reporting requirements. This includes provision of up-to-date information on current research programmes and on research outputs and achievements.

4.3 Assess, prioritise and manage the risks inherent within the operation of the DRI and the strategic framework set by Council. Implement appropriate action where weak controls and risks are identified e.g. through DASIC or audit reports.
5. **CORPORATE CITIZENSHIP**

5.1 Promote and maintain the standards set out in the MRC’s Code of Conduct; ensure that this is communicated to and fully understood by all DRI staff.

5.2 Ensure that the DRI’s research fully meets current ethical standards, and adheres to guidelines from MRC and other bodies on ethics and good research practice.

5.3 Identify and manage conflicts of interest which may arise in any aspect of the DRI’s activities.

5.4 Ensure that any personal external interests and activities that may present a potential conflict of interest to the DRI Board / MRC / Alzheimer’s Society / Alzheimer’s Research UK are reported to and resolved by reference to the Chair of the DRI Board / MRC Chief Executive / Alzheimer’s Society Chief Executive / Alzheimer’s Research UK Chief Executive with appropriate delegated authority.

6. **EXTERNAL RELATIONSHIPS**

6.1 Promote, through the research of the DRI and through the management of its external relations, Council’s, Alzheimer’s Society’s and Alzheimer’s Research UK’s objectives relating to public communications and international relations.

6.2 Maintain effective relationships with the host institution and other key stakeholders locally and nationally.
PERSON SPECIFICATION

The applicants for the post should demonstrate the following set of skills and experience:

1. A proven track record of international stature, vision and inspiring leadership, and delivery of international quality research in neurodegeneration/dementia research.
2. The ability to develop and implement discovery and translational research agendas within the DRI and in collaboration with partners,
3. The ability to lead collaborative enterprises and foster new approaches in research and partnership to enable external/stakeholder relationships, networks and interfaces.
4. The ability to anticipate and respond to evolving national strategies and rapidly evolving demands from the research, health and social care communities, spanning academic, charitable and commercial sectors.
5. Track record of successful management and delivery in a complex multi-budget environment in an area relevant to dementia research.
6. Proven track record of professional and administrative leadership and motivation, pursuing staff development, and building and shaping capacity at all levels (within research, academia or industry).
7. Experience in knowledge transfer and research translation.
8. Experience in public communication of science and maintaining effective media relations.
9. Experience in implementing/operating corporate and institutional governance issues.
HOW TO APPLY

An executive search is being undertaken by Penna in parallel with the public advertisement of the post. Penna will support the selection panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Applications should be emailed to mrcdementia@penna.com

The closing date for receipt of applications is 12pm Monday 13 June 2016.

Applications must include:

1. A short covering letter explaining why this appointment interests you and how you meet the essential skills/core criteria as detailed in the person specification.

2. Curriculum vitae with education and professional qualifications and full employment history, giving details where applicable of budgets and numbers of people managed as well as relevant achievements in recent posts and latest remuneration. It is also helpful to have daytime and evening telephone contact numbers and e-mail addresses, which will be used with discretion.
QUERIES

For a confidential discussion about the role, please contact our retained Penna consultant Roger Russell, Director Executive Search on 0203 829 9765.

Alternatively you can email: roger.russell@penna.com.

All applications will be acknowledged shortly after receipt. If you have not received acknowledgement after five working days, please contact mrcdementia@penna.com

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<tr>
<th>Key Stage</th>
<th>Timescale</th>
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<tr>
<td>Closing date for applications</td>
<td>12pm Monday 13 June 2016.</td>
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<tr>
<td>Shortlist meeting</td>
<td>Week commencing 27 June 2016.</td>
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<tr>
<td>Panel interviews</td>
<td>8 September 2016, central London</td>
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Please note these dates are indicative are may be subject to change.

Please indicate in your covering email if you have difficulties with any of these dates.

TERMS AND CONDITIONS OF EMPLOYMENT

Terms and Conditions of Employment will be agreed and negotiated upon appointment and will be competitive and commensurate with the significant contribution and profile of the Institute.