



Appointment of

Director of Research

September 2022



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Welcome from the Chief Executive

Thank you for your interest in this post. The Academy plays a key role in funding SHAPE (social science, humanities and arts) research with a wide range of funding schemes at both domestic and international level. We are especially well known among the academic community for our funding of discovery research through fellowships (such as our Postdoctoral Fellowship).

Our grants programme is renowned in the SHAPE area for providing support for a huge range of projects. We have also developed more challenge-based research funding in an international context in recent years, on themes such as global order and disorder, or what makes a good city?

You would be joining the British Academy at a really exciting time. We will be publishing a new strategy at the start of 2023 with a renewed focus on research and researchers, and drawing from this to become more outward facing, engaged and impactful both across the UK and internationally. The Academy is already very much moving in this direction. For example:

- In September 2021 with the support of the Wolfson Foundation we began a pilot for a new Early Career Research Network for SHAPE researchers. Three hubs are now in place – in Scotland, the Midlands and the South West – with over 1,500 ECRs having joined the network.

- In response to the Russian invasion of Ukraine we have set up a Researchers at Risk scheme in partnership with Cara (the Council for at Risk Academics) and the other UK National Academies. We expect to support over 150 Ukrainian academics with two-year fellowships in the UK, and hope in time to expand this scheme to cover researchers at risk wherever they are based.
- We are actively developing initiatives concerning equality, diversity and inclusion (EDI) across all of our work. We are working with other funders to develop new ways to assess applications and build the evidence base on EDI.
- Our policy impact is growing – for example through the work we did in response to a request for help from the Government Chief Scientific Advisor on the long-term societal consequences of the pandemic. We are also strengthening our wider public engagement through our events programme and annual Summer Showcase.

There are also major changes in the external environment including a shifting political environment and uncertainty around the UK's future in Horizon Europe.



Welcome from the Chief Executive

We are looking for a senior leader who can help join our high performing senior management team. As well as delivering on your portfolio and being our lead contact for the Department for Business, Energy and Industrial Strategy, you will help steward the British Academy's own wider transformation, working in partnership with our Fellowship and in particular the Vice Presidents. You might come from any sector, but will have familiarity with the funding of research at the national and international level, as well as with the wider higher education landscape.

The Academy is a flexible and vibrant place to work. We have fully embraced hybrid working, whilst making the most of our beautiful and central London office where we have recently upgraded our offices and will shortly begin a multi-million pound building programme to transform the lower ground floors into technologically enhanced and flexible events spaces. We are a collegiate and friendly team. If you like the sound of the role then we look forward to hearing from you.

Hetan Shah
Chief Executive



About The British Academy

The British Academy is the UK's national academy for the humanities and social sciences, established by Royal Charter in 1902. We mobilise these disciplines to understand the world and shape a brighter future.

Mobilising the humanities and social sciences

From artificial intelligence to climate change, from building prosperity to improving well-being – today's complex challenges can only be resolved by deepening our insight into people, cultures, and societies. We invest in researchers and projects across the UK and overseas, engage the public with fresh thinking and debates, and bring together scholars, government, business and civil society to influence policy for the benefit of everyone.

Funding

Investing in research - we distribute funding to support UK and international academic research, career development and wider engagement across the humanities and social sciences. We award more than £40 million in funding every year, to academics at every stage of their career.

Events

Engaging the public - we promote ideas and achievements in the humanities and social sciences through events, talks, videos, podcasts, and our annual Summer Showcase.

Policy and Research

Influencing policy - we provide knowledge, expert insight, and space to explore the context, meaning and practicalities of the challenges facing society today.

Our People

President and Fellows of the British Academy

The President of the British Academy is Professor Julia Black PBA. The Fellowship comprises around 1,400 leading national and international academics, elected for their distinction in the humanities and social sciences.

Chief Executive and Senior Management Team

The Chief Executive is Hetan Shah. He is supported by five Directors with the functional portfolios of Resources, Communications, Development, Policy, and Research.

About the British Academy



Our Building

The British Academy occupies No. 10 and No. 11 Carlton House Terrace – beautiful premises built in 1831 to designs by John Nash, and previously occupied by Sir Matthew White Ridley, Lord Monson, four-times Prime Minister William Gladstone, and a First World War Hospital for Wounded Officers.

<https://www.thebritishacademy.ac.uk/about/>

Context of the role

The British Academy is in good health and increasingly strong both internally as an institution and externally in terms of its relationships and influence. The Spending Review has given us a bigger core grant and more certainty for the coming three years in terms of our core income. Our main funding schemes are well established. We have the support of a range of philanthropic partners such as the Wolfson Foundation, the Leverhulme Trust and the Wellcome Trust. We work closely with other UK Academies such as the Royal Society.

Director of Research

As a member of the Senior Management Team, the incoming Director of Research will be part of a dynamic team at period of heightened change. The Academy has accomplished a lot over the past few years, and the incoming Director of Research will join at an exciting time. There is the potential for great growth within the Academy, as we are currently in discussions with Government on how we may fill a void in researching funding distribution if the UK does not associate with Horizon Europe. In such a scenario it is quite possible the Academy would have to take on the delivery of significant new funding programmes. This is likely to require members of the senior management team to work on a range of issues at some speed including resourcing, governance, quality control, etc. It will require recruitment of new staff, as well consideration of internal structures. The Director of Research will be at the forefront of these developments, liaising directly with BEIS and other government departments, and managing a growing team.

The post-holder will also play a major role in the future development of the Academy's Early Career Research Network. As the pilot phase comes to a close, we will be planning our approach to scaling up across the UK in a way that meets the needs of the research community.



Job description

This role is a member of the British Academy’s senior management team and as such you are part of the executive team overseeing the delivery of the Academy’s overall work programme. The Director of Research Programmes is expected to oversee the Academy’s UK and international research portfolio and day to day relationships with key funding departments within the Government.

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The current directorate includes two primary teams, Research Funding and International, and a team leading the delivery of the Early Career Researcher Network. Altogether more than 30 members of academy staff work in the Research Directorate. Looking to the future and the uncertainties surrounding the UK’s association to Horizon Europe this structure might need to change, however the core of the role and responsibilities will remain the same.

Job description

Main duties and responsibilities:

- As a member of the Senior Management Team to jointly lead and oversee the delivery of the Academy's work programme, in line with the strategy set by Council, and working closely with the Standing Committee of Council.
- To work closely with the Academy's Vice Presidents – in particular for those responsible for Research, International and for the British International Research Institutes.
- To oversee the Academy's UK and international research portfolio ensuring effective delivery within budget, governance and monitoring and evaluation.
- To develop the Academy's research programmes, including introducing innovations and new funding programmes to meet the needs of the SHAPE research community and reflect the evolution of the wider funding landscape.
- To lead a highly performing team, with responsibility for effective management, support for and development of staff.
- To play a lead role in our relationship with BEIS, as our core sponsoring department in government. This includes taking the lead on bids for funding, managing the Academy's overall spending review bid, negotiating terms of our grant and overseeing our reporting back to the Department.
- To work closely with the Development Team in fundraising approaches outside of Government – e.g. trusts and foundations.
- To oversee the Academy's relationships with funded researchers and bodies, in the UK and overseas, with specific responsibility for oversight of the eight British International Research Institutes.
- To consider and promote equality, diversity and inclusion across all research programme workstreams, and to lead on the partnership with UKRI on the creation of an EDI caucus which will provide expertise to the research sector.
- To give strategic oversight to the development of the Academy's Early Career Research Network, growing relationships with university partners, funders and early career researchers.
- To work with colleagues across the Academy including communications, policy, finance and development, enabling better linkages and synergies between programmes of work.
- To maintain strong relationships with stakeholders in the UK and international landscape including other Academies, funders including UKRI, higher education institutions and their representative bodies, government and policymakers.
- To keep abreast of developments in the research funding and higher education landscape.
- To play an ambassadorial role, along with other senior management, for the Academy with external stakeholders.



Role specification

The successful candidate will demonstrate:

- Experience of working at a strategic and senior level;
- Understanding and experience of grant making processes including an understanding of how to work with committees, expert panels and steering groups;
- Understanding of the higher education and research sector in a UK and international context;
- Strong financial skills, with experience of managing significant budgets, budget planning, monitoring, interpreting and reporting financial data and constructing budgets for new programmes in partnership with the finance team;
- Experience of management and change management;
- A strategic approach in thinking about the Academy's role as a funding body within a wider research landscape;
- A team player – in particular the ability to work with colleagues across the Senior Management Team and join up work across the Academy;
- Ability to consult and take on board multiple points of view, and design this into a way forward that carries support with the Fellowship and key committees;
- Communication, influencing and diplomatic skills both within the organisation and with external stakeholders including Government;
- Ability not to shy away from difficult decisions or difficult conversations;
- Agility to ensure the Academy can respond effectively and speedily to new opportunities;
- Ability to support and lead others through change and uncertainty;
- An understanding of and sympathy with the SHAPE disciplines.
- Familiarity with Horizon Europe funding streams would be helpful, although not essential.



The research funding team

For over a century, the British Academy has recognised, funded and supported the very best researchers and research ideas in the Social Sciences, Humanities and Arts (SHAPE). We are a major funder of UK SHAPE research, and our Fellows are world leading experts in their respective fields.

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Our growing portfolio of research funding, engagement and policy activities is funding excellent researchers to address many of the challenges we face today; supporting the next generation of research leaders; heightening collaborations between UK researchers and those from overseas; and providing authoritative and impartial evidence and advice to policymakers.

For further information on the funding activities of the British Academy, see: https://www.thebritishacademy.ac.uk/funding/?order=-last_published_at.

The research funding team

The International team

The British Academy's international team promotes and supports international collaboration and mobility, develops and maintains links with sister academies, international organisations and other partners overseas, and leverages the expertise of Fellows and award-holders to further the Academy's reach, impact and influence internationally.

The work programme in recent years has included a broad portfolio of topics such as: **Europe's Futures**; **Conflict, Stability & Security**; **Justice, Rights & Equality**; **Urban Futures**; and **Knowledge Frontiers**.

The Academy's international programmes are multi-year endeavours which entail a wide array of activities: from providing research funding to talented individuals in the UK and overseas, to informing international policy and public debates, to using the Academy's convening power to showcase the value of international and interdisciplinary collaborations for addressing today's global challenges and ensuring that the UK maintains its place as a world-leader in the social sciences and humanities.

For further information about the International activities of the British Academy, see: <https://www.thebritishacademy.ac.uk/international>.



Early Career Researcher Network

The Network is a new initiative whereby the Academy provides networking and support for Early Career Researchers (ECRs) in the SHAPE disciplines. There are now three regional hubs in the Midlands, South West and Scotland consisting of university partners and over 1,500 members of the network. The Network is researcher-led and provides a wide range of opportunities for ECRs including workshops on topics ranging from writing grant applications to sharing the cutting edge of thinking in SHAPE disciplines. It gives ECRs a chance to network with each other. As the pilot phase draws to a close the Academy is now planning how to scale up the network.

Our workplace values

Collaboration

We consistently work together to a common purpose, supporting each other, communicating openly and sharing knowledge. We are flexible and adaptable, receiving feedback constructively.

Integrity

We are open and honest with each other, accepting personal responsibility and demonstrating loyalty. We are reliable and dependable, having belief that we will be transparent and clear.

Creativity

We bring imagination and curiosity to our work, valuing learning, diverse thinking, and innovation. We are open-minded, receptive, and responsive, taking account of alternative perspectives.

Resilience

We are confident, bold, and tenacious, knowing when to listen as well as when to speak up. We respond positively to challenges and overcome problems.

Empathy

We are understanding, sensitive, compassionate, and considerate, mindful of our own wellbeing alongside that of others.

Respect

We are inclusive in our regard for each other, showing courtesy and appreciation. We treat people fairly and equally, welcoming everyone's contribution and difference.

How to apply

As a key part of our People Strategy, the British Academy is committed to creating a diverse and inclusive working environment, promoting equal opportunity, and addressing under-representation. We welcome applications from people of all backgrounds. We will make reasonable adjustments to support disabled job applicants and offer an interview to candidates meeting the minimum selection criteria who disclose a disability; this should be disclosed via email to Elsa Robinson elsa.robinson@perrettlaver.com.

To apply, please submit a CV and a covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **6061**. The deadline for applications is **23:59 BST 2nd October 2022**.

For informal inquiries or a confidential discussion on the role. Please contact Elsa Robinson on: **Elsa.Robinson@perrettlaver.com** or +44 (0)20 7340 6286.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. The Selection Panel will subsequently meet to decide upon a shortlist in early November, following which, interviews with the British Academy will take place on 29th November 2022.

Benefits

The British Academy is proud to offer a range of excellent benefits to our employees. These include the ability to work flexibly under our hybrid-working policy; 34 days' annual leave plus Bank Holidays; and an occupational pension with life assurance (19 per cent employer contributions – increasing to 21 per cent from January 2023, 6 per cent employee contributions. NB. there will be a new entry scheme for joiners from April 2023). We also have family-friendly policies with enhanced benefits and provide funded confidential wellbeing support.

Salary

We offer a competitive salary for this role, starting from c. £80,000.

Data protection

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy-policy/





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