Director of the Rowett Institute (Chair)
School of Medicine, Medical Sciences and Nutrition

Closing date: 25 November 2019
Interview date: To Be Confirmed
Reference number: ROW064A
Introduction

We wish to recruit a Director of the Rowett Institute to provide inspiring leadership that meets the Government requirements for nutrition research and sustains the grant-funded work, commercial partnerships, teaching and training that characterise this international centre.

The Rowett Institute is one of the leading nutrition institutes in Europe undertaking research to address some of the most compelling contemporary problems in nutrition.

The Rowett has developed a well-deserved reputation as a world leader in nutrition research. This began over 100 years ago, when the Institute was set up in 1913 by its founding director Dr John Boyd Orr. Boyd Orr was the driving force behind research relating to animal and human nutrition that established the Institute as a leading centre; both in terms of scientific investigation and national policy making. Over the intervening years the Institute has made considerable contributions to animal and human nutrition, many having major implications on the global marketplace and food production.

As part of the University of Aberdeen, the Rowett spans a broad range of disciplines, ranging from social sciences through to molecular biology. This enables the Rowett to take an interdisciplinary approach to its research, thereby providing research that underpins both Government policy on diet and health and addresses the needs of the food and drink industry. An essential part of being able to fulfil this role is the underpinning funding the Rowett receives for research from the Scottish Government.

We wish to appoint a successor to Professor Peter Morgan, who intends to stand down from the Director role next year.

This is a unique role and an excellent opportunity for a candidate who has the credentials, track record and standing to lead a thriving and world-renowned research institute and to ensure its sustained competitive place within the Scottish Government research policy landscape and internationally and to further develop the other strands of activity that utilise the Rowett’s assets in personnel, infrastructure and influence.

The postholder will be part of the senior staff in the School of Medicine, Medical Sciences and Nutrition and work in the new Rowett building at Foresterhill, the second largest single site medical complex in Europe, adjacent to the Aberdeen Royal Infirmary, Emergency Care Centre and Maternity and Children’s hospitals and containing a wealth of academic and clinical buildings.
Job description

Main purpose of the role:

This is a substantive Chair appointment and the successful candidate will undertake the duties of Director of the Rowett Institute for five years initially.

We wish to appoint at chair level a leading researcher in nutrition or related field that complements research in the Institute and the School. They should be an experienced senior manager with experience of leadership, human resources, financial accountability and negotiating at a high level with deep knowledge of Government or other funding sources that carry clear accountability expectations. We are looking for an inspiring and credible leader who has made an impact in research and related academic activities with the experience to manage a research institute and ensure its income generating activities sustain and develop its future. This includes leading the Rowett as we seek to diversify our research strategy and income streams.

In addition to their own individual research track record, applicants should be capable of developing, winning and delivering large grant applications with reporting milestones. They should have a track record in leadership of large groups, of management and financial decision-making, infrastructure and service development and nurturing and getting the best from the teams within a large research organisation. Strong collaborations with research, commercial and government partners is an essential part of the role and the person appointed will have the influence, diplomacy and robustness to be a persuasive partner to the other institutes in the SEFARI collective whilst promoting the interests of the Rowett.

As Director of the Rowett Institute, you will undertake a role commensurate with your academic appointment (proportionate to their activity as Institute Director). You will be a senior manager in the School of Medicine, Medical Sciences and Nutrition, contributing to School strategy and delivery. You will also ensure that the Rowett PIs are returnable in REF, win external grants in addition to delivering on the Government grant, establish strong partnerships including with industry and contribute to teaching at UG and PGT levels.

School and University-wide responsibilities and opportunities will also be expected.
Key responsibilities:

**Director of the Rowett Institute (Chair)**

**External Leadership**

- To build the reputation of the Institute according to Scottish Government expectations and to develop the wider academic enterprise on a regional, national and international level.
- To lead and act as an ambassador of the Rowett and the University of Aberdeen as a key partner of the SEFARI consortium of Institutes funded by Scottish Government in external discussions with Government and key stakeholders.
- To Chair the Directors Executive Committee of SEFARI in rotation with Directors of other Institutes.
- To lead the submission and management of the Scottish Government Strategic Research Programme 2021-2026.

**Academic Leadership**

- To lead and manage the Rowett Institute within the School of Medicine, Medical Sciences & Nutrition as a dynamic academic unit committed to excellence.
- To ensure research capacity continues to grow along-side research-informed teaching and learning.
- To ensure the effective delivery and development of high-quality teaching and learning programmes as well as their regular review, evaluation and development.
- To encourage internationalisation where relevant.
- To develop a successful vision for the Rowett and successfully implement required change within the institute.

**Management of People**

- To manage, motivate and mentor staff, inspiring them to think creatively and ensuring their continuous development.
- To ensure equitable and robust workload allocations which recognise the contribution of staff.
- To ensure equality and diversity policies and good practice are considered in all activities.
- To ensure compliance with regulatory requirements for all core activities including the SRP, research grant and other funders and other partnership expectations.

**Financial and Resource Management**

- To ensure that the Institute is financially sustainable in the short, medium and longer term. The first task is to develop and submit the new Scottish Government’s Strategic Research Programme (SRP) Grant that starts in April 2021.
- To ensure effective financial management of the SRP delivering according to accountability expectations.
- To contribute to School teaching and research income generation.
Values and Communication

- To model the University’s values of integrity, communication, respect and inclusion and champion them in the Institute.

- To promote partnership working in the broadest sense as key to building future capacity and demonstrating impact with stakeholders and wider communities.

- To ensure effective methods of internal communication with staff, relevant external staff, and students are in place.

- To represent and champion the Institute and the School within the broader University, and vice versa, as well as to external stakeholders.

Candidate background

We wish to recruit a new Director of the Rowett Institute that has the drive, creativity and expertise to lead the next Government grant process and to deliver on the programme as well as to ensure the other activities delivered by the Institute flourish and grow.

A dynamic, collegial, and creative individual who wishes to embrace the opportunities of leading the Rowett Institute is sought. Applicants should be ambitious in their vision for growth, be able to build on excellence, ensure the future of the Institute by winning and delivering on the Government grant, and be prepared to lead activity in all academic areas of teaching, grant-funded research, partnerships, scholarly publications and public engagement.

Terms of appointment

Salary will be at the appropriate point on the Professorial Grade 9 salary scale and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and a 12 month probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

Should you require a visa to undertake paid employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. As appropriate, at the time an offer of appointment is made you will be asked to demonstrate that you fulfil the criteria in respect of financial maintenance and competency in English. Please do not hesitate to contact Fiona MacAskill, HR Partner on +44 (0)1224 437077 or email f.macaskill@abdn.ac.uk for further information.
## Person specification

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<th><strong>Education/Qualifications</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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<td>Academic, technical and professional education and training</td>
<td>• PhD in nutrition or related discipline.</td>
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<th><strong>Work and Other relevant experience (including training)</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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<tr>
<td>eg Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>• Proven senior leadership and management experience, knowledge of the remit of the Rowett Institute and ability to embed this in a grant application that meets Scottish Government agendas and is in line with the University’s Strategic Plan.</td>
<td>• Understanding of the expectations of Scottish Government of its research providers.</td>
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<td>• Ability to deliver on the Strategic Research Programme and meet all accountability expectations on time.</td>
<td>• Compatibility of areas of expertise with priority research and development areas of the School.</td>
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<td>• Ability to negotiate persuasively and robustly at a high level.</td>
<td>• Record of cross-sector or inter-disciplinary working in teaching and research contexts.</td>
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<td>• A track record of internationally excellent research and publication in a relevant subject area, appropriate to the career stage.</td>
<td>• Experience of industrial collaboration and innovation.</td>
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<td>• International recognition – invited lectures, nominated UK expert, research visits, honours etc. which demonstrate impact.</td>
<td>• Track record of developing effective national and international networks.</td>
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<td>• Experience of successfully leading large teams.</td>
<td>• Experience of supporting colleagues in a leadership role to succeed in the REF.</td>
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<td>• Experience of successfully engaging with commercial and other external stakeholders.</td>
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<td>• Strong academic leadership across a broad range of teaching and research activity.</td>
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<td>• Experience of generating revenue growth in new areas.</td>
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<td>• Evidence of collaborative working.</td>
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<td>• Capacity to lead in all areas of academic endeavour.</td>
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<th><strong>Personal qualities and abilities</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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<td>eg initiative, leadership, ability to work on own or with others, communication skills</td>
<td>• An aspiration to sustain and develop the excellence of the</td>
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Rowett Institute and the wider School and University.

- Successful experience of financial management.
- Evidence of proven leadership skills and ability to make difficult decisions.
- Effective and confident organisational, negotiating and communication skills.
- Ability to demonstrate a collegiate, team-working approach.
- Ability to lead and develop collaborative partnerships, both internally and externally.
- Ability to encourage innovative approaches to teaching & research.
- Outstanding interpersonal and motivational skills with evidence of the ability to lead others effectively.
- Strong sense of career trajectories for members of staff.

**Other**

eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

- Ongoing commitment to personal career development.
- Willingness to be involved in the full range of University activities detailed in the Strategic Plan and KPIs.
The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 160 in the recent Times Higher Education Rankings 2019 and named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, Aberdeen is ‘open to all and dedicated to the pursuit of truth in the service of others’.

Aberdeen is a broad based, research intensive University, which puts students at the head of everything it does. It has significant academic strengths and potential across a wide variety of disciplines. Outstanding in a wide range of discipline areas across the entire research spectrum, Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment, which challenges, inspires and helps every individual to reach their full potential.

The University combines a distinguished heritage with a forward looking attitude. In the past few years, the University has encouraged creativity in its academic staff, broken new ground with an innovative curriculum, and developed state-of-the-art facilities including the new Sir Duncan Rice Library and the Aberdeen Sports Village and Aquatics Centre. In looking to the future, the University seeks to enhance its reputation as one of the world’s leading Universities by moving forward with ever more ground breaking research; ensuring students have an intellectual and social experience second to none; and capitalising upon the dual role as one of the major institutions of the north and as a cornerstone of regional economic and cultural life.
School of Medicine, Medical Sciences and Nutrition

The School (https://www.abdn.ac.uk/smmsn/index.php) is led by Professor Siladitya and encompasses all of the disciplines that underpin today’s medicine, including biomedical sciences, health sciences, nutrition and medical, medical science and dental education and these are organised into five Institutes. The largest school in the University, the SMMSN has five Institutes: the Institute of Medical Sciences (IMS), the Institute of Applied Health Sciences (IAHS), the Rowett Institute, the Institute of Education in Medical and Dental Sciences (IEMDS) and the Institute of Dentistry, comprising all our undergraduate and postgraduate programmes and our own graduate entry Dental School.

Staff are line managed and research opportunities are supported through our institutes which work together in an integrated and coordinated way to deliver research and teaching across the School, details of which can be found on their websites as below.

- The Institute of Applied Health Sciences https://www.abdn.ac.uk/iahs/
- The Institute of Medical Sciences http://www.abdn.ac.uk/ims/
- The Rowett Institute http://www.abdn.ac.uk/rowett/
- The Institute of Education for Medical and Dental Sciences https://www.abdn.ac.uk/iemds/
- The Institute of Dentistry https://www.abdn.ac.uk/dental/

Within the IMS, our scientists are working towards the creation of effective therapies for patients with a range of debilitating and life-threatening conditions. Current research areas include: arthritis and musculoskeletal medicine; cell developmental and cancer biology; immunity, infection and inflammation; metabolic and cardiovascular health; microbiology and translational neuroscience.

Within the IAHS, research is focused on improving health and health care delivery. It is home to a multidisciplinary grouping of around 100 university academic staff who conduct population and clinically-orientated health research and hosts the Health Services Research Unit (HSRU) and Health Economics Research Unit (HERU), both funded by the Chief Scientist’s Office (CSO) of the Scottish Government.

As well as being the organisational home to the teaching scholarship staff and responsible for oversight of the undergraduate and postgraduate teaching programmes offered by the School, the IEMDS promotes and supports excellence in medical education through research and development, with a focus on conceptually and theoretically robust research and development which has strong potential for reaching international recognition.

The Dental Institute runs an undergraduate BDS programme and a growing suite of masters programmes for professional development.

We have several specialist Centres representing areas of research strength and capacity within the School, all of which are willing to support colleagues on projects in their areas. More information is available at the following websites.

- The Aberdeen Biomedical Imaging Centre https://www.abdn.ac.uk/ims/research/abic/index.php
- The Centre for Healthcare Education Research and Innovation (https://www.abdn.ac.uk/cheri/)
- The Centre for Bacteria in Health and Disease (https://www.abdn.ac.uk/cbhd/)
- The Centre for Health Data Science (https://www.abdn.ac.uk/achds/)
- The Health Services Research Unit (https://www.abdn.ac.uk/hsru/)
- The Health Economics Research Unit (https://www.abdn.ac.uk/heru/)
The Centre for Healthcare Randomised Trials (https://www.abdn.ac.uk/hsru/what-we-do/trials-unit/index.php)

The Aberdeen Cardiovascular & Diabetes Centre (https://www.abdn.ac.uk/acdc/)

The Aberdeen Centre for Arthritis and Musculoskeletal Health (https://www.abdn.ac.uk/acamh/)

The Aberdeen Centre for Women’s Health (https://www.abdn.ac.uk/acwhr/)

The Centre for Rural Health (https://www.abdn.ac.uk/iahs/research/crh/)

The School is home to over 800 staff and 2000fte students. It is located on the Foresterhill site, shared with our main clinical partner, NHS Grampian, with whom we work in close collaboration at primary and secondary care levels. This is one of the largest integrated healthcare delivery, training and research sites in Europe and has rich assets including state-of-the-art academic (research and teaching) and clinical buildings. Excellent infrastructure is also provided through core facilities for biomedical science including flow cytometry, proteomics, microscopy and genome sequencing, support for data health science projects and clinical trials.

The Rowett Institute

The Institute’s research is organised around four research themes, Gut Health, Metabolic Health, Obesity and Food Choice, Life-course and Population Health. It is housed in new building, opened in 2015, that contains state-of-the-art facilities for nutrition research. The staff lead Masters programmes in Human Nutrition and Clinical Nutrition (online) as well as contributing to UG and PGT teaching in medical sciences and medicine. A lively researcher community exists within the Rowett embracing all Research students, Early Career Researchers to senior PIs and a real sense of community pervades its activities and daily interactions.

The Institute is part of the SEFARI collective (Scottish Environment, Food and Agriculture Research Institutes) who collaborate to deliver the Scottish Government’s Strategic Research Programme (SRP). The current programme started in 2016 and is due to end in 2021. It is expected that preparation for the new grant submission will start in late 2019.

The SRP is worth £48 million per year and forms an important part of Scotland’s science base addressing key mid to longer-term challenges for Scotland’s environment, land use, food and rural communities. The Rowett grant is worth ~£7 million per year and the core of our work is investigating the relationships between food, diet and human health. Additionally, Institute staff work with Scotland’s Food & Drink industry to come up with innovative ideas to increase their productivity as well as make the links between the industry and public health to prevent disease and improve lifelong health.

For further information, please go to https://www.abdn.ac.uk/rowett/
The city and the region

Aberdeen and Aberdeenshire

Aberdeen is world renowned for the key part it plays in Europe’s energy industry and the region is both the agricultural heartland of Scotland and a hub of the food and drink industry.

With the population approaching 230,000, Aberdeen is big enough to provide all the advantages of city life, yet compact enough to enjoy the more intimate atmosphere usually associated with small towns.

Aberdeenshire is one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

To find out more about Aberdeen and Aberdeenshire go to www.visitabdn.com
How to apply

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 25 November 2019

Should you wish to make an informal enquiry please contact:

Professor Siladitya Bhattacharya
Head of School of Medicine, Medical Sciences and Nutrition
01224 437965
s.bhattacharya@abdn.ac.uk

Please do not send application forms or CVs to Professor Bhattacharya.

Please quote reference number ROW064A on all correspondence

As part of the selection process, there will be a presentation to the Rowett Institute and other members of the School of Medicine, Medical Sciences and Nutrition on ‘your own research interests and vision for the Rowett Institute.’

The School of Medicine, Medical Sciences and Nutrition welcomes a diverse working environment and recognises the benefits this can bring. The School is keen to receive applications from individuals from across all of the equality protected characteristics (race, gender, disability, gender reassignment, age, sexual orientation, religion/belief, pregnancy/maternity, marriage/civil partnership).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found here:

https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php

The University’s commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award. The University is also a Stonewall Diversity Champion to further LGBT equality and a Disability Committed Employer recognising our commitment to supporting disabled staff and students.

https://www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277.php