



CANDIDATE PACK FOR CHIEF RESEARCH OFFICER



WELCOME

Dear Candidate,

I am thrilled that you are considering joining Kidney Research UK this new role of chief research officer at such a pivotal and exciting time. As we embark on our next phase of development, we are looking for a strategic and ambitious leader to drive real and positive change.

Kidney disease is growing rapidly in the UK with the factors contributing to it, such as diabetes, heart disease and obesity, also increasing, making the need for our work and our commitment to ending it more essential than ever. To respond to this mounting public health issue, we are now embarking on a critical and exciting stage of growth and change that will ensure we can address the growing need to prevent kidney disease and improve treatments.

Patients face unacceptable challenges, and their stories fuel our determination to push harder, innovate faster, and transform kidney health. We are expanding our reach, increasing our impact, and strengthening our organisation to meet this urgent need.

Our passionate community of staff, volunteers, researchers, ambassadors, and patients work together to turn groundbreaking research into life-changing treatments. As chief research officer, you will provide strategic leadership for all our research activities to ensure we achieve even greater impact by stimulating greater translation, innovation and enterprise in our work. Working with colleagues, you will play an influential role in a range of innovative key strategic projects including the scale up of [NURTURE](#) our biobank. This role offers a fantastic opportunity to help shape Kidney Research UK and our impact at a pivotal point of change and growth.

We're looking for a senior leader who will step into this role with a deep understanding of the current research environment, the skills and experience to build on our existing relationships and establish new strategic partnerships. Our aim is to bring together those who can help deliver greater improvements and outcomes for people living with, affected by and at risk of kidney disease, and ensure we capitalise on opportunities to innovate so we can do even more to change lives.

Responsible for developing and overseeing the delivery of our research strategy, you will also contribute to the overall leadership and transformational development of the charity as part of the executive team working closely with the chief executive and board of trustees. You will be a strategic thinker and strong communicator, influencer and collaborator who can bring people together across the organisation, sector and beyond to drive progress and make change happen.

Like all ambitious charities, we face challenges—the increasing demand for research, the pressures on our healthcare system, and the realities of a shifting economic landscape. But we see these challenges as opportunities to innovate, adapt, and push boundaries. We are not here to maintain the status quo—we are here to transform lives. You will be a key person in ensuring we are effective in achieving our aims!

We are open to candidates from a range of sectors but wherever you are now, you will be a bold forward-thinking leader who shares our passion for change. If you believe you have what we are looking for and motivated to be part of something truly transformative, we would love to hear from you.

With best wishes

Sandra

Sandra Currie OBE

ABOUT KIDNEY RESEARCH UK

Kidney Research UK is the leading charity in the UK focused on funding research into the prevention, treatment and management of kidney disease. Our vision is the day when everyone lives free from kidney disease and for more than 60 years the research we fund has been making an impact. But kidney disease is increasing as are the factors contributing to it, such as diabetes, cardiovascular disease and obesity, making our work more essential than ever.

At Kidney Research UK we work with clinicians and scientists across the UK, funding and facilitating research into all areas of kidney disease. We collaborate with partners across the public, private and third sectors to prevent kidney disease and drive innovation to transform treatments.

Over the last ten years we have invested more than £71 million into research. We lobby governments and decision makers to change policy and practice to ensure that the estimated 7.2 million people living with all stages of kidney disease in the UK have access to the most effective care and treatment, and to make kidney disease a priority.

Most importantly, we also work closely with patients, ensuring their voice is heard and is at the centre of everything we do, from deciding which research to invest in to how we plan our priorities and our work across the charity.

Those patient contributions are vital, always helping us and our partners to understand what life is like with kidney disease, always ensuring we see the patient behind the treatment and always reminding us that behind every statistic and every number is a person – the patients and the carers who inspire our mission and push us forward to make a difference and change the future of kidney disease.

We are committed to providing equal opportunities for everyone and encourage applications from all sections of the community.

OUR VALUES

Our values provide the basis for the decisions we make, our actions and our behaviours. They underpin everything we do.

- **Ambition.** To achieve more. Sooner. We want to make change happen bigger, faster and bolder than ever before, grounded in the hopes and needs of the kidney community.
- **Bravery.** We're not afraid to stand up to be counted. We're going to expect more of ourselves, of the Government, of the NHS, of our researchers.
- **Passion.** We care and we want the kidney and research communities to know that we do. Our passion comes across in our actions, desire for change and determination to do better by people suffering from kidney disease.
- **Urgency.** Every day brings added misery and pain to more people as the number of kidney disease diagnoses rise. Too many lives continue to be ruined. We have to step in and help right now.



TEAM

- The chief executive and executive team have responsibility for the overall vision and strategy of the charity, ensuring that Kidney Research UK is delivering against this strategy for kidney patients in our mission to end kidney disease.
- The chief research officer will build on existing and establish new external relationships to bring together those who can help deliver greater improvements and outcomes for people living with, affected by and at risk of kidney disease
- You will support existing collaborations and develop new ones, to help us achieve our aims. You will contribute to the overall leadership and development of the charity to ensure its continued success in transforming kidney health alongside leading a motivated and focused research team.



Kidney Research UK

JOB DESCRIPTION

Location:	Contracted to our Peterborough office with flexibility for hybrid working
Reporting to:	Chief Executive
Grade:	1
Hours:	Full time: 37.5 hours per week

JOB SUMMARY

As the chief research officer you will lead, support and develop a diverse research team of enabling functions across the organisation; research, programmes and innovation in a range of key strategic projects including the scale up of [NURTURE](#). You will ensure that these functions work effectively together, across Kidney Research UK to support the delivery of the organisation's strategy and business plan.

Your style and approach will exemplify the charity's values. Our leaders need to be inspirational, bringing enthusiasm, energy and conviction – to lead by doing, not just saying. With a 'can do' attitude and collaborative management approach, our leaders engage their teams and make their work fulfilling and rewarding.

You will demonstrate a track record leading a research team, in a fast-paced environment and managing a team to high performance, demonstrating competence in strategic planning, business development and regulatory issues.

KEY ACCOUNTABILITIES

The chief research officer will take responsibility to:

Leadership and strategy

- As part of the executive leadership team develop strategies for the continued growth, development and delivery of the charity's aims
- Develop a national and international presence for the work of the charity to create opportunities for collaboration
- Continuously develop and lead the research strategy to advance scientific and clinical knowledge that will transform outcomes for people affected by or at risk of kidney disease
- Coordinate, amplify and lead the scientific and medical voice within the charity. Working across the teams to draw input from a group of senior advisors including trustees, other organisations and the relevant experts
- Identify and advise on emerging trends, changes, opportunities and risks in scientific and research funding environments to ensure the charity is responsive and achieves maximum impact
- Play a leading role in the charity's research investments including the development of new approaches to funding research, and the governance of the decision making and allocation of grants
- Enhance patient influence across research decisions and activities
- Work with others to ensure research outcomes are translated and embedded in healthcare policy and practice as rapidly and effectively as possible to maximise patient benefit
- Influence the UK renal research community, funding bodies, governments and pharmaceutical industry to accelerate progress and improve outcomes
- Work with the executive director for communication and income generation to ensure the growth in our research, achieves its full potential and where appropriate, developed and commercialised
- Work with others across the charity and beyond to raise awareness and understanding of the importance of kidney health
- Represent Kidney Research UK, as required, in external communications with the press and other media and fundraising opportunities
- Work with colleagues in the charity, particularly the communications team, to ensure the research funded by the charity is communicated in an accurate and appropriate way and that a programme of research engagement activities are in place
- Influence the programme of professional conferences and our attendance and / or presence at them

Operational

- Establish and maintain strong leadership for the research team, building effective joint working across the organisation
- Leadership and oversight of the whole research portfolio, ensuring development and delivery continues through the programme approach
- Support the development of enhanced organisational impact reporting
- Develop and manage the annual team business plan and budget ensuring effective allocation of resource to meet the agreed priorities of the research programme, the external regulatory requirements and best practice including ethics
- Establish and develop the framework for handling intellectual property arising from research

Things we all do

- Promote Kidney Research UK's vision, purpose and values
- Attend and assist at Kidney Research UK events and activities as required (NB this may involve evening and weekend work)
- Be an effective ambassador for Kidney Research UK at any activity you attend
- Develop an in-depth understanding of our work
- Follow the principles of LEAN and continuous improvement
- All staff are expected to adhere to Kidney Research UK's policies and procedures

Measures of performance

- High level of performance against agreed personal objectives
- Successful implementation of the research strategy
- Strong charity performance against goals and objectives
- Maximising intellectual property and the charity's investment in research



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Experience of working in senior leadership roles, holding research accountability
- In-depth experience and understanding of current research environment; challenges and opportunities
- Substantial leadership and management experience within a health research setting, a charity or a research funder
- Experience of research funding programmes
- The ability to develop, implement and review research strategies and business plans
- Proven track record of collaboration and developing strategic partnerships
- Experience of influencing policy makers
- Experience in translating research evidence
- Understanding of the commercial opportunities in research funding, IP, industry partnerships, and the emerging new investment opportunities

SKILLS AND ABILITIES

- Strong track record of leading and developing effective teams
- Ability to analyse complex data, and use to make effective and efficient decisions
- Outstanding relationship building and influencing skills to engage and influence
- Excellent communication skills
- Ability to support the development of impact measurement and reporting

LEADERSHIP STYLE AND ATTRIBUTES

- Demonstrates leadership of productive, diverse teams with confidence in addressing equity and inclusion and realising and promoting the values of diversity in every aspect of our work
- Strong leadership with collaborative approach and agile attitude
- An empathy with the aims of the charity and a willingness to participate in charitable activities
- Possess a high degree of integrity
- A strategic and innovative thinker
- Dare to be different; think creatively, behave differently and stand out
- Support and empower teams
- Inspire trust and confidence
- Be robust, rigorous and constructively challenging
- Channel passion, bravery, urgency and ambition and act as a role model and champion of Kidney Research UK values

KEY RELATIONSHIPS

- Chief executive
- Trustee Board
- Executive team
- Senior management
- UK renal community
- Research Strategy Committee
- Significant donors and potential donors
- Pharmaceutical and biotech industry
- Government research funding bodies, policy makers and decision makers
- Lay advisory committee
- Communications team
- Other key strategic charity partners

COMPETENCY PROFILE

- Personal effectiveness
- Planning and decision-making
- Communications and influencing
- Building and maintaining relationships
- Developing yourself and others
- Innovation
- Specialist knowledge



TERMS OF APPOINTMENT

SALARY

The salary for this role is c£110,000 per annum on a full-time permanent basis.

LOCATION

This is a hybrid role. Kidney Research UK is based in Peterborough city centre, a short walk from the bus and train station, with direct services from Cambridge, Norwich, Birmingham, Leicester, Leeds, Liverpool, York, Newcastle and Edinburgh. London King's Cross is just 45 minutes away.

The building is adjacent to the A15, just a few minutes from the A1 and direct connections to the national road network. Cyclists also benefit from Peterborough's Green Wheel, a network of routes in and around the city, providing safe links to all areas.

PENSION

The charity makes a generous contribution of 6% to a group pension plan. Employees will need to contribute a minimum of 2%, to meet the current pension regulations. All employees are enrolled in the pension scheme as soon as they join the charity, regardless of their salary levels, whether they are on a permanent or fixed-term contract.

FLEXIBLE WORKING

Flexible working hours with start and finish times around core hours of 9.30-4.30.

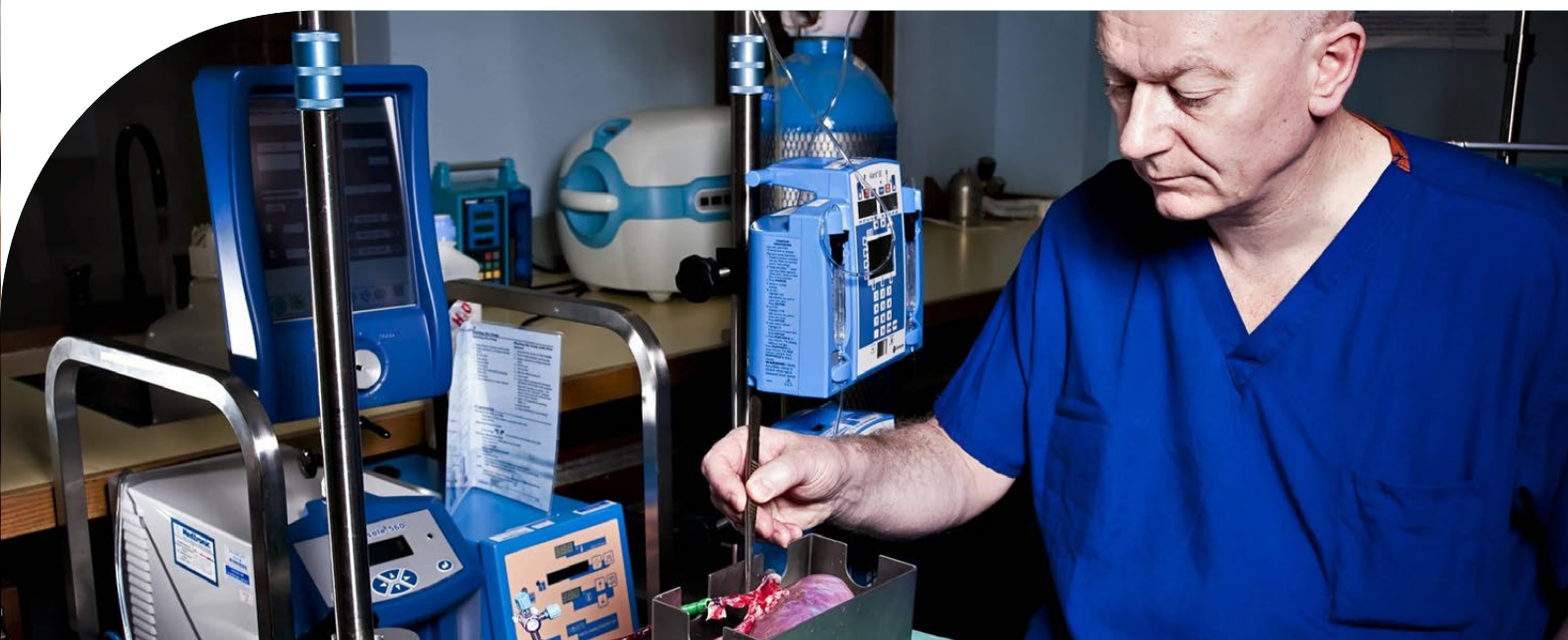
ANNUAL LEAVE

All full-time employees start with paid bank holidays plus another 25 days' holiday, increasing with every year of service to a maximum of 30. This is calculated on a pro rata basis for part time employees. Employees have the option to "buy" or "sell" up to one week annual leave, in a pre-set window prior to the start of the holiday year.

PRIVATE MEDICAL INSURANCE

All staff can choose to opt in to the private medical insurance, arranged and paid for by the charity, which includes dental and optical cover. Staff can include their partner and / or children at their own expense.

[Click here to view our wider benefits](#)



HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact chris.milo@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/kid-res-uk-cro/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date: Tuesday 6th May 2025

Preliminary interviews: w/c Monday 12th May 2025

Final Panel interviews: w/c 16th June 2025

