Appointment of Director of Science Engagement
Introduction

Our purpose here at the Royal Institution, as an independent charity, is to connect as many people as possible with science. We’ve been doing it for well over 200 years and it’s more important today than ever. Science is transformative, it shapes our world, and everyone should have a say in how it is used in our lives.

Two-thirds of adults say they are interested in science, but they don’t see or hear enough about scientific advances. The science curriculum in schools – where the UK’s scientists of tomorrow are being nurtured – is constrained by exam syllabuses and a lack of qualified teachers. The growth of misinformation and pseudo-science risks the prosperity of our nation, the effective functioning of our society, even the health and future of our planet.

Our mission as an independent charity is clear – creating opportunities to discover, discuss and critically examine science and the way in which it shapes the world around us. We have big ambitions for the future.

This role sits at the heart of everything we do. You will help us talk and listen to the public. You’ll help scientists talk and listen to the public. Together we’ll develop critical thinking and a spirit of exploration in our young people. We’ll encourage businesses and policy makers to think harder about how to use science for the maximum benefit of society.

“An understanding and appreciation of science is more important than it ever was. It follows that the Ri couldn’t be more important.”
Sir David Attenborough
For over 220 years we have unveiled the latest scientific discoveries, theories and inventions to the world. Home to some of the most eminent scientists in history, scientific discoveries at the Ri have shaped our modern lives.

It was at the Ri that Michael Faraday discovered the principles of electro-magnetism and developed the first electric motor; Humphry Davy discovered or isolated nine Chemical elements during his time associated with the Ri; Kathleen Lonsdale led research in x-ray crystallography, going on to become the first woman fellow of the Royal Society in recognition of her work; and, in 1859, John Tyndall first demonstrated and explained the basic mechanism of the greenhouse effect.

Just as importantly these scientists recognised the importance of sharing their work with the wider public.

Today we continue our mission to build on our heritage and create opportunities for everyone to discover, discuss and critically examine science and the way it shapes the world around us. As an independent registered charity, we provide science education, public engagement and heritage activities, for people of all ages and backgrounds across the UK and around the world.

These activities include our world-famous CHRISTMAS LECTURES; public talks from the world’s greatest thinkers in our historic lecture theatre; a successful YouTube channel with 900,000+ subscribers (and 103 million video views); a national programme of Ri Masterclasses for young people in mathematics and computer science; hands-on science workshops in our L’Oréal Young Scientist Centre; award winning animations and films; and the preservation of our scientific legacy through the free Faraday Museum and our internationally significant collection.
Vision, Mission and Values

Our vision is for a world where everyone is inspired to think more deeply about science and its place in our lives.

Our mission is to build on our heritage to create opportunities for everyone to discover, discuss and critically examine science and how it shapes the world around us.

And our values drive everyone who works at the Ri:

- We do science
- We dare to question
- We discover together
- We demand diversity
The purpose of this role is to provide leadership to our programmes so that they are aligned to a coherent strategy and are reinforcing one another. You will develop a strategy that is audience focused and realises the opportunities for a lifelong journey in science. Recognising the excellent work of our peers, you will serve the science engagement sector by seeking to develop partnerships, which will include putting our platform to work in their service, even when they might stand to benefit more.

Reporting to the Ri Director, the role sits alongside four others in the executive team (Director of Strategy, Business Planning and Commercial; Director of Development; Director of Finance; and Director of HR [temp]). This role, therefore, has responsibility for all public engagement programmes, covering 18 staff including the Christmas Lectures, Public Programme, Family Programme, Heritage and Schools teams.

**Executive Leadership**
- As a member of the Executive Team be responsible for successfully co-developing and co-delivering the Ri’s strategy and business plan.
- Role-model collaborative, inspiring and purpose-driven leadership visibly demonstrating our values across the Ri and to the team of direct reports.

**Strategic Leadership**
- **Strategic Development:** Develop a coherent, effective and audience focused science engagement strategy that grows our reach, deepens our engagement and ensures everything we do is aligned.
- **Science Content Development:** Stay up to date with trends in science engagement ensuring that the content of the Ri’s programmes and activities remain relevant and effective in attracting the interest and support of strategic audience groups.
- **Audience Segmentation:** Develop the Ri’s audience segmentation approach, in conjunction with Strategy and Marketing, and redefine the suite of Ri programmes accordingly. Ensure that priority programmes and products delivered by the Ri are both mission-enabling and where appropriate income generating, in accordance with the strategy.
- **Impact Measurement and Evaluation:** Using the agreed approach to measuring the performance of the Ri and the impact of its of programmes, embed and maintain a rigorous evaluation and reporting process. Ensure that evidence of the impact of the programmes delivered is a key input to managing current and future programme and content schedules.

“*The Royal Institution remains a crucial part of science. It is the ideal forum for discussion and debate about the social, moral and political impacts science has on everyone’s lives.*”

Hannah Fry
External Relationships

- **Strategic Relationship Management**: Identify, develop and maintain relationships with peer organisations and luminaries in the field of science education with the purpose of creating strategic partnerships that help to deliver our vision.

- **Shaping Science Engagement**: Engage business and policymakers in discussions about the place of science in society and support scientists in their efforts to engage with the public.

Programme and Team Leadership

- **Programmes Leadership and Management**: Provide inspiring and wise leadership to the programmes and audience groups teams, overseeing the implementation of the science engagement strategy. Ensure that the programmes are designed, developed and delivered efficiently, and evaluated effectively against intended impact. Deploy resources from across the Ri in an agile way to maximise the available talent and capability.

- **People Leadership**: Work to draw the best out of a committed and talented staff. Develop individuals by providing ongoing guidance, feedback, coaching and development opportunities to enable achievement of goals.

- **Heritage and Collections**: Protect and build the Ri’s physical and digital Heritage and Collections assets and promote opportunities to leverage them for the benefit of the Ri and its audiences. Maximise opportunities to promote the museum and develop the programme of heritage education products and services.

- **Safeguarding**: Responsible for Safeguarding for the Ri. Confirm the approach, policies, procedures and decision-making that will ensure that the Ri always maintains the highest standards of Safeguarding at the Ri.
Person Specification

Experience

• Experience of working at a senior level and providing successful leadership and management to an organisation of similar scale and complexity.
• Experience of science communication, science education and/or engagement with a track record of developing effective, audience centred science engagement strategies.
• Experience of reporting to a Board and an understanding of what constitutes good governance.
• Experience of developing and deepening relationships with external partners to support strategic ambitions.
• Experience of developing social impact measurement, heritage collections and safeguarding would be desirable.

Abilities and qualities

• Ability to work and think for the benefit of the team and the ability to foster a culture of cooperation internally and with partners.
• Highly effective interpersonal and communication skills (written and oral) with the ability to motivate, inspire and enthuse staff and supporters alike.
• Passion for science engagement and commitment to the vision, mission and values of the Ri.
• Self-disciplined and self-starting nature with the ability to work independently.
• Willingness and ability to work outside normal office hours, including occasional weekend and evening work.
• Knowledge of the National Curriculum and the National Academies (like the Royal Society of Chemistry etc) would be desirable.

“The conveying of scientific ideas to people who are not specialists in science is a fascinating art which deserves all respect. It is only to be learnt by the bitter experience of making many mistakes, and by intensive study. It is far harder to give a successful talk to non-scientists than one to fellow experts. The wide diffusion of knowledge about science is so important that the art of doing so is well worth learning.”

Nobel Prize winning physicist, Lawrence Bragg,
Advice to Lecturers at the Royal Institution published 1971
Terms and Conditions

The role will be based at the Ri’s offices in 21 Albemarle St, Mayfair, London W1S 4BS. The Ri is open to the role being undertaken on a part remote working basis. The successful candidate will be paid a competitive salary circa £80,000 plus an attractive pension contribution.

How to apply

Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com
The closing date for applications is 8 January 2021.

Your application should comprise of:

- A full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held, relevant achievements and latest remuneration including any benefits.

- A covering letter not more than 1.5 pages outlining your motivation for applying and drawing out how your experience is relevant.

Process

Macaulay Search has been engaged as the executive search advisor on this appointment. A selection of candidates will be invited to a first round of interviews in w/c 25th January 2021 by zoom. A second round of interviews is planned for the w/c 1st February 2021 hopefully in person. You can expect to hear from Macaulay whether you will be invited to interview by 21st January.

“Nothing is so dangerous to the progress of the human mind than to assume that our views of science are ultimate, that there are no mysteries in nature, that our triumphs are complete and that there are no new worlds to conquer.”
Humphry Davy
Appendix:
General responsibilities applicable to all Ri staff

- Understand and support the vision, mission and aims of the Ri.
- Actively demonstrate the values of the Ri.
- Act as a representative of the Ri and deal with Ri customers, stakeholders and the public in a professional manner at all times.
- Role-model and encourage team working across the Ri and effective communication with colleagues.
- Maintain awareness of your own and others’ Health and Safety, and comply with the Ri’s Health and Safety policy.
- Adhere to and champion the Ri’s policy and practices on Child Safeguarding.
- Adhere to and comply with all Ri policies relating to the Data Protection Regulations 2018.
- Comply with all Ri policies and practices, as applicable.
- Undertake other duties as may be reasonably requested of your post.