

Director of Science Candidate Prospectus

British Antarctic Survey



October 2024



**British
Antarctic Survey**

NATURAL ENVIRONMENT RESEARCH COUNCIL

POLAR SCIENCE
FOR A SUSTAINABLE PLANET

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Image: Crevasse training near Rothera Research Station, Adelaide Island, Antarctic Peninsula.

Cover: RRS Sir David Attenborough in sea ice during Antarctic ice trials.

Welcome

Welcome to the British Antarctic Survey (BAS). We are at the forefront of a transformative period in polar science, a field critical to understanding our rapidly-changing planet. As we navigate unprecedented changes in climate, biodiversity, and natural resources, your leadership as the Director of Science will be pivotal in steering our scientific endeavours and amplifying their impact on a global scale.

The Director of Science at BAS is a role of profound responsibility and opportunity. You will guide our scientific research with a clear vision, making sure our work not only meets but exceeds world-class standards. Your role will promote BAS science to a diverse array of stakeholders, fostering international collaborations, and championing interdisciplinary approaches extending across UKRI and beyond.

Collaboration is at the heart of our mission. Your interactions will span various fields within BAS, from polar operations to innovation, ensuring that our scientific pursuits are seamlessly integrated with our operational and infrastructural projects. You will also engage with Directors of other Natural Environment Research Council (NERC) centres, NERC and UK Research and Innovation (UKRI) post-holders, and international bodies like the Scientific Committee for Antarctic Research (SCAR), building a network that supports and enhances our scientific objectives.

Our new [Science Strategy for 2023-2033](#) outlines our commitment to delivering the scientific evidence required by policy-makers, industry leaders, and society at large. We aim to address five critical themes: Climate Change Science for Developing Resilience, Conserving Polar Biodiversity, Protecting Coastal and Technical Infrastructure, Sustaining Livelihoods and Societies, and

Safeguarding our Future. Each theme underscores the urgent need to understand and mitigate the profound changes occurring in the Polar Regions and their global repercussions.

Polar research transcends borders. It is a collective effort that necessitates cooperation, partnerships, and the sharing of best practices. We are dedicated to fostering an inclusive and collaborative environment, both within the UK and internationally. Our work with stakeholders, decision-makers, and the next generation of polar researchers is crucial in driving forward our vision for a sustainable future.

BAS's unique capabilities – modern research stations, Royal Research Ship *Sir David Attenborough*, autonomous observing platforms, and sophisticated numerical models – equip us to tackle pressing scientific questions. Over the next decade, we will collaborate with partners to develop digital twins of the Polar Regions, integrating diverse data to enhance discovery and decision-making. Delivering critical science with reduced carbon emissions is central to our strategy. We are committed to sustainability, using autonomous platforms, optimising data collection, and prioritising low-carbon technologies to minimise our carbon footprint while conducting research.

Your role as Director of Science is integral to this ambitious vision. We look forward to your leadership in driving forward BAS's mission to deliver impactful science and contribute to a sustainable future for our planet.

Welcome to BAS, where your expertise and passion will make a significant difference.



Image: Aurora over Halley VI Research Station, Brunt Ice Shelf, Antarctica.

About the British Antarctic Survey

British Antarctic Survey delivers and enables world-leading interdisciplinary research in the Polar Regions. Its skilled science and support staff based in Cambridge, Antarctica and the Arctic, work together to deliver research that uses the Polar Regions to advance our understanding of Earth as a sustainable planet. Through its extensive logistic capability and know how BAS facilitates access for the British and international science community to the UK polar research operation. Numerous national and international collaborations, combined with an excellent infrastructure help sustain a world-leading position for the UK in Antarctic affairs. British Antarctic Survey is a component of the [Natural Environment Research Council](#). NERC is part of [UK Research and Innovation](#).

We employ experts from many different professions to carry out our science as well as to keep the lights on, feed the research and support teams and keep everyone safe! We aim to attract the best people for our jobs. If you are looking for an opportunity to work with amazing people in amazing places, then British Antarctic Survey could be for you.

Our vision

At BAS, our vision is to be a world-leading centre for polar science and operations. Making our vision a reality depends on the excellence and diversity of our staff. We are committed to creating a workplace where all our staff can flourish and succeed. BAS is a Disability Confident employer; we are proud to hold a bronze Athena Swan award and we are a member of the Employers Network for Equality & Inclusion.

About UKRI and NERC

Comprising of nine councils, UK Research and Innovation is the UK's largest public funder of research and innovation. We invest more than £8 billion annually to advance our understanding of society and the world around us and deliver benefits for society, the economy, and the environment.

The Natural Environmental Research Council funds ambitious and adventurous research and innovation, and provides the training, skills, and infrastructure the UK needs to remain at the forefront of environmental science.

NERC provides a national capability through the large research infrastructure, services, facilities and data centres that enable this research and make its results available. This includes research stations around the globe, a fleet of ships and aircraft, and satellite technology to monitor environmental change on a global scale. The long-term data which these NERC investments enable is a critical national resource

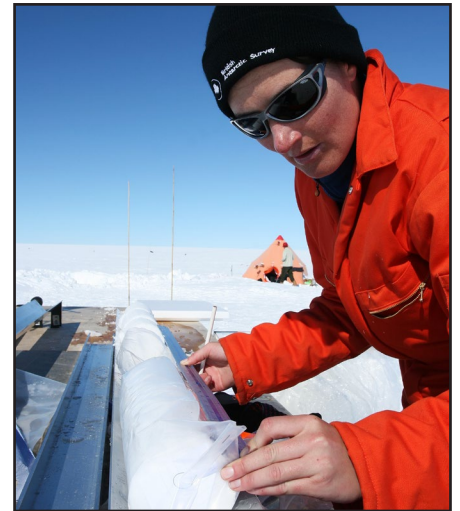


Image top: Ice coring in the field, Antarctic Peninsula.

Image bottom: Dash 7 aircraft landing on the blue ice runway at Sky-Blue Field Station.

About UKRI and NERC *continued*

supporting economic growth and enabling the UK's global leadership on environmental issues.

NERC's core role is in assessing the health of the environment and the impact of human activities upon it. We ensure the UK has the fullest possible understanding of the atmosphere, oceans, and the environments in which we live and work. This work informs the development of solutions which address environmental issues in a sustainable way. In partnership with government and industry, we ensure that our knowledge of the environment facilitates green growth, protects the UK against environmental threats, and ensures innovation which is responsible and balanced with environmental needs.

NERC's responsibilities, as set out in the Higher Education & Research Act 2017, are to:

- Carry out research into environmental science, technology and new ideas
- Encourage and support the provision of postgraduate training in environmental science, technology and new ideas
- Facilitate, encourage and support environmental research, technology and new ideas
- Facilitate, encourage and support the development and exploitation of environmental science, technology and new ideas
- Facilitate, encourage and support knowledge exchange in relation to environmental science, technology and new ideas
- Collect, disseminate and advance knowledge in environmental science, technology and new ideas
- Promote awareness and understanding of environmental science, technology and new ideas
- Provide advice on any matter relating to NERC functions
- Promote awareness and understanding of NERC activities

Our mission

NERC's core role is in assessing the health of the environment. To discover and diagnose emerging issues, we must ensure the UK has the fullest possible understanding of the atmosphere, oceans, and the environments in which we live and work. The growing impact of human activities on our environment makes this role more important than ever. To do this, we will fund ambitious and adventurous research and innovation, and we will provide the training, skills, and infrastructure the UK needs to remain at the forefront of environmental science.

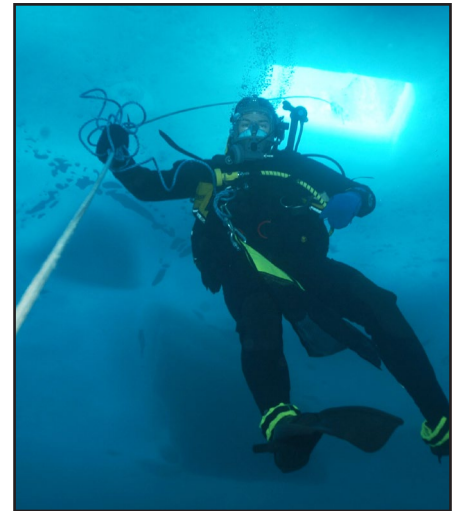


Image top: The BAS dive programme continues under the sea ice over the Antarctic winter.

Image bottom: Rothera Research Station, Adelaide Island, Antarctic Peninsula.

i For more information, please visit our website: bas.ac.uk

About the role

The British Antarctic Survey is seeking a Director of Science to lead BAS scientific research at this time of increasingly-rapid change in the Polar Regions, which has impact across the whole planet and on its people.

The Director of Science will have visible leadership across all areas of BAS science, ensuring strategic delivery of world-class science with impact. They will also promote and champion BAS science to external stakeholders, researchers and government departments. They will ensure BAS scientists develop opportunities for international collaboration across the UK and with international partners and facilitate cross-disciplinary working at UKRI level and beyond.

An important part of their role will also be to promote and champion BAS science to external stakeholders, researchers, government departments, media and the public.

Interactions

Whilst a key element of this role is leading BAS polar science, it is important that the areas of science, polar operations, innovation, Antarctic Infrastructure Modernisation Project (AIMP) and corporate services are integrated within BAS. The role therefore involves working closely with the other Directors to ensure that there is close collaboration and that BAS is well governed.

The Director of Science needs to maintain good working relationships with Directors of other NERC centres and with NERC and UKRI post-holders. They also need to ensure beneficial interactions with the international community and organisations such as the Scientific Committee for Antarctic Research (SCAR) and the UK Foreign Commonwealth Development Office (FCDO).

The Director of Science will have an external leadership role to promote and champion BAS science (and BAS generally) to external stakeholders, researchers, government departments, media and the public. This will involve working closely with the BAS Communications Team.

Resources

The Director of Science will determine the team structure of science in BAS in response to the needs of new science challenges in the Polar Regions.

The postholder will also be responsible for selecting suitable science leaders, who will lead defined areas of research activity and provide the Director of Science with support. This will be done in collaboration with the BAS Director and the Deputy Director of Science.

The postholder will also be responsible for the Research and Development Support (ReDS) services to ensure that scientific activity is provided with the required support. A Deputy Director of Science or a small senior team may provide support for aspects of internal management.

The postholder is expected to remain in active research in an area relevant to polar science and the BAS mission.

The Director of Science does not have direct responsibility for Finance and HR teams, but will be expected to work closely with BAS Heads of Finance and of HR.

The postholder will work with the Director of BAS to draw upon advice from an Advisory Board for BAS Science.

Reporting relationship

The Director of Science will report to the Director of BAS. The Director of Science will work as one of the five-person BAS senior executive team (Director, Director of Science, Director of Innovation, Director of Polar Operations, Director of Corporate Services) and will play an important role in strategic and management committees as appropriate.

Key accountabilities

- To ensure that BAS fulfils its mission to undertake world-class science and deliver high-quality outcomes for UK polar science
- To ensure that BAS science is ambitious and strategic and is aligned to UKRI-NERC's and government's objectives and priorities
- To champion BAS involvement in the wider polar sciences agenda and with the wider polar sciences community both nationally and internationally, and support new opportunities to apply BAS science expertise in other relevant areas (particularly data science and AI)
- To ensure that BAS science is structured, organised and strategically positioned to face the new science challenges in the Polar Regions
- To develop a clear financial strategy for science, including an emphasis on increasing funding and sound budgetary management
- To lead and co-ordinate BAS senior science leaders in order to ensure that all BAS science staff have/provide effective line management
- To ensure BAS's science skills and staff engage with appropriate career and personal development
- To ensure good relationships with UKRI and NERC and work closely with other NERC and UKRI centres and other appropriate research institutions in the UK and overseas
- To ensure membership of influential committees, such as those in NERC and UKRI and in the international polar community
- To represent the Director of BAS in appropriate international and national scientific forums and committees, and to engage with relevant external stakeholders for the benefit of BAS

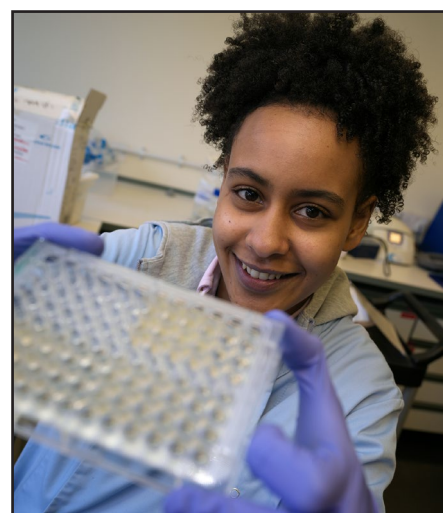


Image top: Ski-doo travel near Halley Research Station to monitor remote autonomous equipment.

Image bottom: Working on one of the laboratories at BAS Cambridge.

i For more information, please visit our website: bas.ac.uk

Your skills and experience

We understand that individuals might hesitate to apply if they don't meet each of the criteria. If you're enthusiastic about joining our organisation and possess a majority of these skills or experience, we encourage you to proceed with an application. We recognise that a variety of perspectives, backgrounds, and experiences enriches our work environment and therefore we actively welcome applications from a diverse range of candidates.

Candidates will be assessed against the following criteria throughout the recruitment process:

- Candidates should be at professorial level or above and are normally expected to hold a PhD
- Senior leadership experience in a complex, multi-disciplinary organisation
- A motivational and inspirational leader with experience of successfully leading and developing high performing teams
- Strong financial management and strategic planning skills
- Experience in leading operations in Antarctica
- Outstanding communication skills, with a proven ability to engage and influence a broad spectrum of stakeholders, including government and international bodies
- A commitment to health and safety excellence and risk management
- A track record of delivering organisational transformation and change management

Terms of appointment

Contract type: Open-ended (permanent), full time (37 hours).

Remuneration: £92,000-£99,000 per annum (depending on skills and experience) plus relocation allowance (if applicable).

Base location: This role is fully based at the British Antarctic Survey, Cambridge. *Please note, there will be national and international travel required as part of the role.*

Working at BAS

Choosing to come to work at BAS means that you will have access to a whole host of benefits from a defined benefit pension scheme, excellent holiday entitlement, access to employee shopping/travel discounts and salary sacrifice cycle to work scheme. [Find out more about our benefits](#) on the BAS website.

We appreciate the importance of achieving work-life balance and support this with several family and carer-friendly policies. Plus, a flexible working policy for those who may wish to amend their working pattern or arrangement. We also operate a hybrid working policy to support the balance of working time between the office and home.

Timescales and selection

The selection process will consist of two interview stages, which will include a presentation. *Please note, dates and details may be subject to change.*

Process	Date
Closing date	Thursday 21 November 2024
Panel shortlisting	December 2024
Interviews	Stage 1 (virtual): w/c 6 January 2025 Stage 2 (in person at BAS): w/c 20 January 2025

How to apply

Please submit your application via the [Careers Portal](#) by 23:59 on **Thursday 21 November 2024**.

You will need to supply:

- A Curriculum Vitae (up to four pages)
- A supporting statement/cover letter (up to two pages)

Your Statement of Suitability should provide specific information about why you believe you would be suitable for appointment for this role. Think about your knowledge, skills, experience, personal attributes, and vision for the organisation, and take full advantage of the space available. Use practical examples where possible and ensure you refer to which of the essential criteria your application is aligned to. Again, please aim for no more than two A4 pages.

Please note, failure to provide a supporting statement/cover letter or failure to address the above points may result in your application not being considered further.

You will only be assessed on the content of your CV and supporting statement, and not the 'experience' section of the application of Careers Portal.

To apply via the UKRI Careers Portal you will receive a notification confirming your profile has successfully been created (if you have not previously set up an account) and a second notification confirming your application for this role has been submitted. If you do not receive the second notification confirming your application for this role has been submitted or experience issues applying, please contact seniorrecruitment@ukri.org, so we can ensure your application has been received.

Equality, Diversity and Inclusion

UKRI believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to flourish and succeed within an ethical and trusted working environment that is attractive and accessible to everyone who is interested in developing their career with us.

We are committed to increasing the diversity of our board and executive positions and bringing in talent, regardless of its origins. We encourage applications from all candidates regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability or gender identity. We also value diversity of thought and experience and are committed to creating systems that value difference so that everyone can feel welcomed, included and nurtured throughout their time with us.

As a Disability Confident Leader, UKRI will offer interviews to disabled candidates who meet the published minimum requirements for a job or role. Whether you choose to apply under the Disability Confident scheme or not, you can still ask us to make particular adjustments for you when attending an interview.

We know actions speak louder than words. For further information, please visit the UKRI web page: [How we support EDI in the workforce](#).

Pre-employment screening

To enable us to hire the very best people and to safeguard our people and our assets, we will conduct comprehensive pre-employment screening on successful applicants as part of the recruitment process.

UKRI supports research in areas that include animal health, agriculture and food security, and bioscience for health which includes research on animals, genetic modification, and stem cell research. Whilst you may not have direct involvement in this type of research, you should consider how this aligns with your personal values or beliefs. Our pre-employment requirements include a security check and an extreme organisation's affiliation check.

The postholder will be required to have the appropriate level of security screening/vetting required for the role. UKRI reserves the right to run or re-run security clearance as required during employment.

As part of the recruitment process, the successful candidate will also be required to register their [Declarations of Interest](#).

Standards

In 1995, the Committee on Standards in Public Life defined seven principles, which should underpin the actions of all who serve the public in any way.

Consistent with the Commissioner's Code of Practice, applicants will be assessed on merit, and all candidates will need to uphold the standards of the UKRI Code of Conduct and conduct set out in the Seven Principles of Public Life, which are:

Selflessness

Holders of Public Office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or other friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

Carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.

Complaints procedure

If you feel you have reason to complain, you should direct your concerns in the first instance to the Senior Appointments team (SeniorRecruitment@ukri.org) who will make every effort to deal with this and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under [UKRI Complaints Procedure](#).



Image top: Maintaining an Automatic Weather Station on the Antarctic Peninsula.

Image bottom: A remote field camp supported by ski-equipped Twin Otter aircraft.

i For more information, please visit our website: bas.ac.uk

Feedback and further information

We welcome your feedback and comments on this document. These should be addressed to:

[Mariella Giancola](#)

Head of Human Resources

British Antarctic Survey
High Cross, Madingley Road
Cambridge, CB3 0ET, UK

For further information about BAS, please visit our website: bas.ac.uk

BAS offices and research stations

NERC Arctic Research Station, Ny-Ålesund

BAS Cambridge



BAS Stanley Office

Bird Island Research Station

King Edward Point Research Station*

Signy Research Station

Rothera Research Station

Halley Research Station

South Georgia

Falkland Islands

South America

Drake Passage

Weddell Sea

Bellingshausen Sea

Ronne Ice Shelf

WEST ANTARCTICA

EAST ANTARCTICA

South Pole

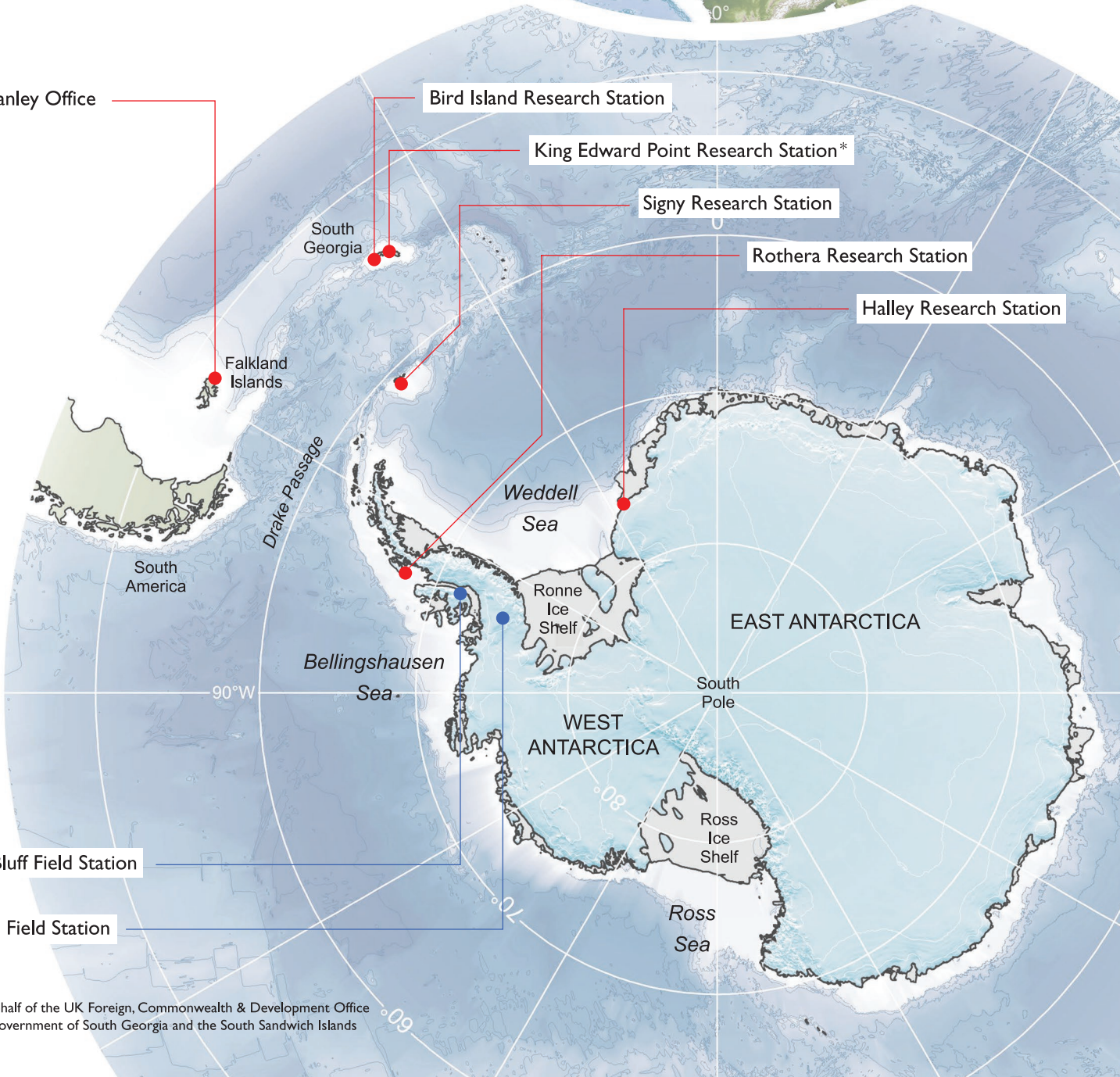
Ross Ice Shelf

Ross Sea

Fossil Bluff Field Station

Sky-Blu Field Station

* Run on behalf of the UK Foreign, Commonwealth & Development Office and the Government of South Georgia and the South Sandwich Islands





The British Antarctic Survey strives to uncover the secrets of the Polar Regions and the frozen regions of the Earth. Our expertise spans the depths of the oceans to the inner edge of space.

Our research highlights the fragility of the Earth's frozen environments, and what that means for our planet. We have been living and working in the extremes of Antarctica and the Arctic for over 60 years. Our scientists discovered the hole in the ozone layer and identified key evidence for climate change in ancient ice – our science continues to inform decision-makers.

We provide the UK's national polar capability by operating research stations, aircraft and Royal Research Ship Sir David Attenborough, supporting science at the poles and securing the UK's presence in Antarctic affairs.

The British Antarctic Survey is part of the Natural Environment Research Council (NERC). NERC is part of UK Research and Innovation.

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