



Science and  
Technology  
Facilities Council

# ISIS Neutron and Muon Source Director

Candidate Prospectus  
February 2025



# Contents

About us . . . . .	3
UK Research and Innovation . . . . .	4
STFC . . . . .	5
Job Description . . . . .	6
Key Accountabilities . . . . .	6
Terms of Appointment. . . . .	9
Timescales and selection . . . . .	9
How to apply . . . . .	10
General information . . . . .	11
Pre-employment screening . . . . .	11
Standards . . . . .	11
Complaints Procedure . . . . .	12
Appendix A . . . . .	13
Appendix B . . . . .	14
Appendix C . . . . .	15

Candidate Prospectus  
February 2025



# About us

## The ISIS Neutron and Muon Source

The ISIS Neutron and Muon Source is a world-leading centre for research in the physical and life sciences, located at the STFC Rutherford Appleton Laboratory in Oxfordshire and operated by the Science and Technology Facilities Council. At the heart of ISIS is a powerful particle accelerator that produces intense neutron and muon beams. These beams can interact with materials at the atomic level, revealing structural and behavioural insights that other methods cannot achieve.


With 35 specialised instruments, ISIS enables visiting researchers to explore a diverse range of materials and phenomena to address fundamental scientific questions and drive innovations that address key global challenges/deliver socioeconomic impact.

ISIS is a multidisciplinary facility that attracts researchers from UK universities and businesses, as well as international scientists from over 30 countries. Each year, the facility hosts approximately 3,000 researchers and conducts around 1,200 experiments, supporting a diverse scientific programme that spans blue-sky research and applied science. Within this programme, the ISIS Science Strategy highlights four key focus areas: Energy and Clean Growth, Quantum Science, Life Science and Healthcare, and Advanced Materials, Manufacturing and Testing. These areas leverage the unique capabilities of neutron scattering, muon spectroscopy and the ISIS instrument suite, and align with national and international research priorities to foster collaboration and maximise scientific and societal impact.

As well as addressing global priorities through research, ISIS is committed to action through its operations and in the workplace. Sustainability is a key focus, and ISIS is continually striving to implement new technologies and practices that reduce its environmental footprint while facilitating critical science and innovations needed to achieve Net Zero.


Continuous improvement is embedded in ISIS's culture, driving the ongoing development of its instruments and source. Endeavour, a £93 million programme launched in 2023, will see the construction of four new instruments and five major instrument upgrades over a ten-year period. Looking further ahead, ISIS is planning for the UK's next-generation neutron and muon source, with feasibility and design studies already underway. These efforts build on four decades of expertise developed at ISIS and will ensure that the UK remains at the forefront of neutron and muon science for decades to come.





ISIS is a stimulating and inspiring workplace where staff contribute to world-class research through their expertise in science, technology and engineering. To ensure that staff are supported in reaching their full potential, ISIS is committed to fostering an inclusive environment where all team members feel respected and valued. Strong leadership and a strategic vision are key to fostering a positive work culture and maintaining ISIS's position as a global leader in neutron and muon science. This leadership ensures the seamless operation, development and sustainability of the facility, as well as to the continued growth and wellbeing of the ISIS staff and user community—factors that are, and will continue to be, vital to its success.

## UK Research and Innovation



UK Research and Innovation (UKRI) works in partnership with universities, research organisations, businesses, charities, and government to create the best possible environment for research and innovation to flourish.

Our mission is to convene, catalyse and invest in close collaboration with others to build a thriving, inclusive research and innovation system that connects discovery to prosperity and public good.

We bring together nine organisations with great depth and breadth of expertise, allowing us to connect research communities, institutions, businesses and wider society, in the UK and around the world.

This combination enables us to work across the whole research and innovation system, informed by our networks and expertise.

As the UK's largest public funder of research and innovation it is our responsibility to ensure the health of the system, now and in the future. As a steward of this system, we will work together with many other organisations across the globe.

We are an independent organisation with a strong voice for research and innovation, both to government and internationally, supported and challenged by an independent Chair and Board. The Department for Science, Innovation and Technology (DSIT) principally funds UKRI through the Science Budget.

# STFC

**The Science and Technology Facilities Council (STFC)** is one of Europe's largest research organisations, trusted to support, enable and undertake cutting edge projects across a diverse range of fields.

As one of the nine bodies of UK Research and Innovation, STFC's research seeks to understand the Universe from the largest astronomical scales to the tiniest constituents of matter, yet creates impact on a very tangible, human scale. From cancer research to clean energy, powering transport to cultural heritage - our impact is felt across many aspects of daily life. We also collaborate extensively with industry and our long-term R&D underpins sectors which contribute billions of pounds annually to the UK economy; including space, pharmaceuticals, digital animation and communication, microelectronics, and physics-based manufacturing.

## Team Structure

The ISIS Neutron and Muon Source Director will report to the Executive Director National Laboratories (Large Scale Facilities). For more information on our team structure, see the appendices.

## Our approach to 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](#).

# Job Description

**Band:** X

**Organisation:** Science and Technology Facilities Council

**Contract:** Full Time, Open Ended

**Hours and Location:** The Rutherford Appleton Laboratory will be the base location, and the role holder is expected to be based predominantly on-site. Travel happens regularly, with European travel anticipated to be once per month. Long haul also a possibility. ISIS is part of a European system of neutron sources and will involve engaging with other neutron facilities across the world. The role holder will be expected to contribute to the global health of neutron science, maximizing collaboration opportunities across the global facilities.

# Key Accountabilities

Provide visible and inspiring leadership to the ISIS Pulsed Neutron and Muon Source leading the ongoing development and operation of ISIS and thereby delivering STFC's corporate vision and implementation of our Delivery Plan by maintaining ISIS as a world-leading facility for neutron and muon research.

**Corporate Responsibilities:**

- Take a visible leadership role in supporting and demonstrating personal commitment to STFC's vision, values and strategic objectives, promoting STFC's achievements at every opportunity and in appropriate arenas at international, regional and local levels.
- Champion equality and diversity principles, ensuring that they are integrated into all aspects of our business.
- Ensuring that ISIS maintains effective corporate governance, meets our statutory obligations; and contributes to continuously improving STFC's overall performance.
- Work in close collaboration with other department Directors to provide strategic support to drive our people performance and continuously improve infrastructure standards to achieve our objectives and continuous improvement agenda.
- In the context of ISIS activity, work with the Programmes Directorate and Strategy Performance and Communications Directorate, to strengthen strategic relationships; including those with other Research Councils, key universities and overseas facilities.



## Directorate Responsibilities:

- Transparent and visible leadership of the ISIS Neutron and Muon Source.
- Delivery and further development of world-class, cutting edge scientific facilities, instrumentation and technological capability to ensure that ISIS remains a world-leading centre for research in the physical and life sciences.
- Provision of first class support for a national and international community of scientists researching into subjects ranging from clean energy and the environment, through studies of magnetism, nanotechnology, materials science, engineering, IT and health care.
- Formulate long-term strategy that defines the future capital and resource expenditure that ISIS will require to maintain its global leadership position; and lead the formulation of business plans to support that investment.
- Provide outstanding leadership to the staff of ISIS, including the line-management of a senior cross-functional management team; ensuring the principles of equality and diversity are embraced and embedded in the organisation.
- Provide sound financial, safety and risk management of the Facility; including the allocation of capital and resources, which includes over 600 staff, a £90m annual budget and a £500m asset base.
- In conjunction with the ISIS Operations Director, deliver Operational Excellence for the Facility, ensuring a strong ethos of continuous improvement and operational efficiency is embedded and deployed across the organisation.
- Maintain a highly effective Programme Management team that can effectively execute large scale investments in the facility; ranging from a few million pounds to £100m+.
- Work in partnership with other STFC facilities and partner facilities, such as the Diamond Light Source, to foster synergistic developments, and deliver collaborative scientific benefits for our communities.
- Work to strengthen our strategic partnerships with national and international organisations to achieve joint delivery of shared strategies, objectives and capability.
- Using the standing, reputation and involvement of ISIS to enable and enhance international influence over scientific investment decisions.
- Working closely with the Business and Innovation Directorate, playing a leading role in increasing collaborative working between academic and commercial partners at the Laboratories and across the Campuses.
- Actively explore and develop our relationship with industry partners and develop strong industry engagement models.
- You will have accountability for the health of safety of ISIS staff and users.

## Key Attributes

- Strategic vision.
- Excellent communication, relationship building and influencing skills.
- Strong leadership and excellent team working and collaboration skills.
- A proven record in science or facility delivery, with the ability to gain the respect of STFC's staff and ISIS user communities.
- Broad-based understanding of the science and technology across STFC to enable oversight of performance and effective communication internally and externally.
- Advanced ability to positively influence stakeholders and attract external collaborators/investment.
- Significant experience of financial and people management of a large scale facility or organisation.
- Superior decision-making ability and a willingness to take accountability.

## Position and Person Requirements

### Essential

- A strong and credible leader with proven experience of leadership in a Science or Technology organisation, facility or division.
- Strategic thinking/vision and focus, and able to formulate and execute strategy through a structured business plan.
- Successful management of large programmes; in excess of several million pounds.
- Ability to inspire change through a philosophy of continuous improvement.
- Excellent communication, relationship building and influencing skills with a diverse range of partners nationally and internationally.

### Desirable

- Post-graduate degree in a relevant science or engineering field.
- Experience of working in an International context.
- Formulation of high value business cases.
- Engagement and leadership of International programmes.

### Travel

- National and international travel required.



# Terms of Appointment

**Appointment Term:** Due to the nature of the role, we can accommodate flexible working options. Whilst hybrid working is possible on occasion, there is an expectation for the Director of ISIS to have a strong presence in the office across Rutherford Appleton Laboratory, Harwell, London and other locations as required.

**Remuneration:** £103,000 to £115,000 per annum (depending on skills and experience)

**Base Location:** Rutherford Appleton Laboratory, Harwell

# Timescales and selection

The selection process will consist of a panel interview, which may include a presentation. Interviews will be held in person at UKRI's Rutherford Appleton Laboratory Chilton, Harwell. Please note, dates and details are subject to change.

Process	Date
Closing date	Sunday 30th March 2025
Shortlist panel meeting	w/c 31st March 2025
Panel interviews	23rd April with a final stage interview on 8th May 2025
Candidates notified of outcomes	w/c 12th May 2025

# How to apply

Please submit your application via the [UKRI Careers Portal](#) **by 23:59 Sunday 30th March 2025**.

## You will need to supply:

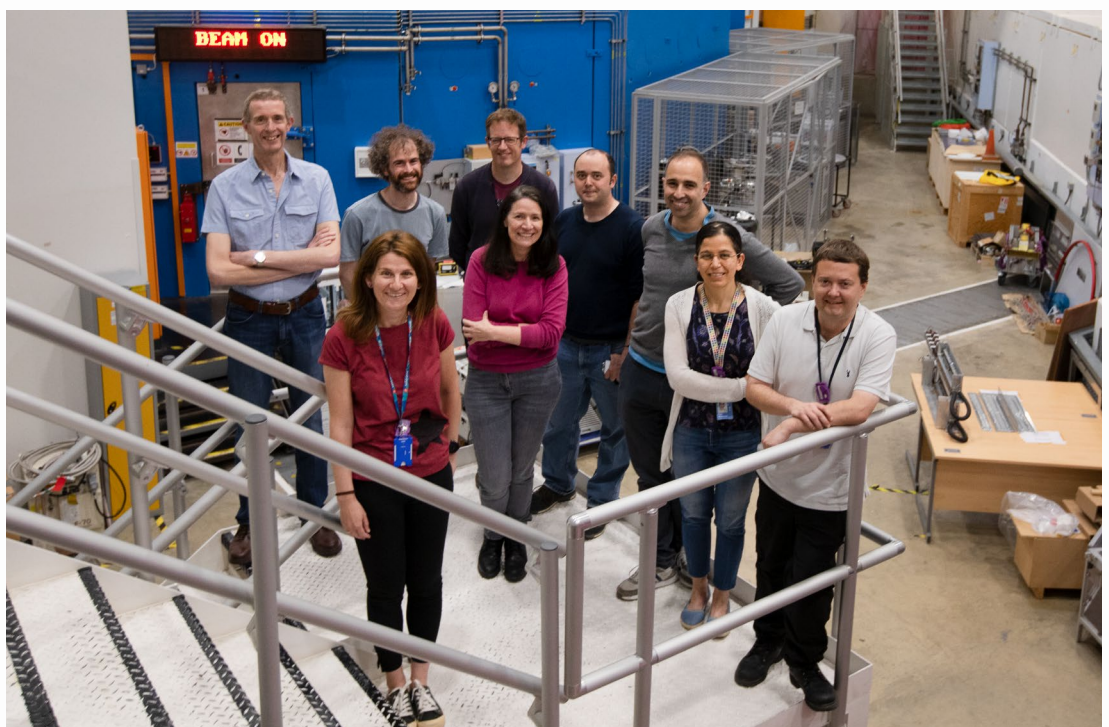
- A curriculum vitae (up to two pages).
- A supporting statement/ cover letter (up to two pages).

Your Statement of Suitability should provide specific information about why you believe you would be suitable for 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 directly to the essential criteria.

Please note, failure to provide a statement of suitability or failure to address the above points may result in your application not being considered.

You will only be assessed on the content of your CV and statement of suitability, not the 'experience' section of your application on the 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](mailto:seniorrecruitment@ukri.org), so we can ensure your application has been received.





# General information

## 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 role holder 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.

In addition, and as part of the overall 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.

# General information

**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](mailto:SeniorRecruitment@ukri.org)) who will make every effort to deal with this and respond to you within 48 hours.

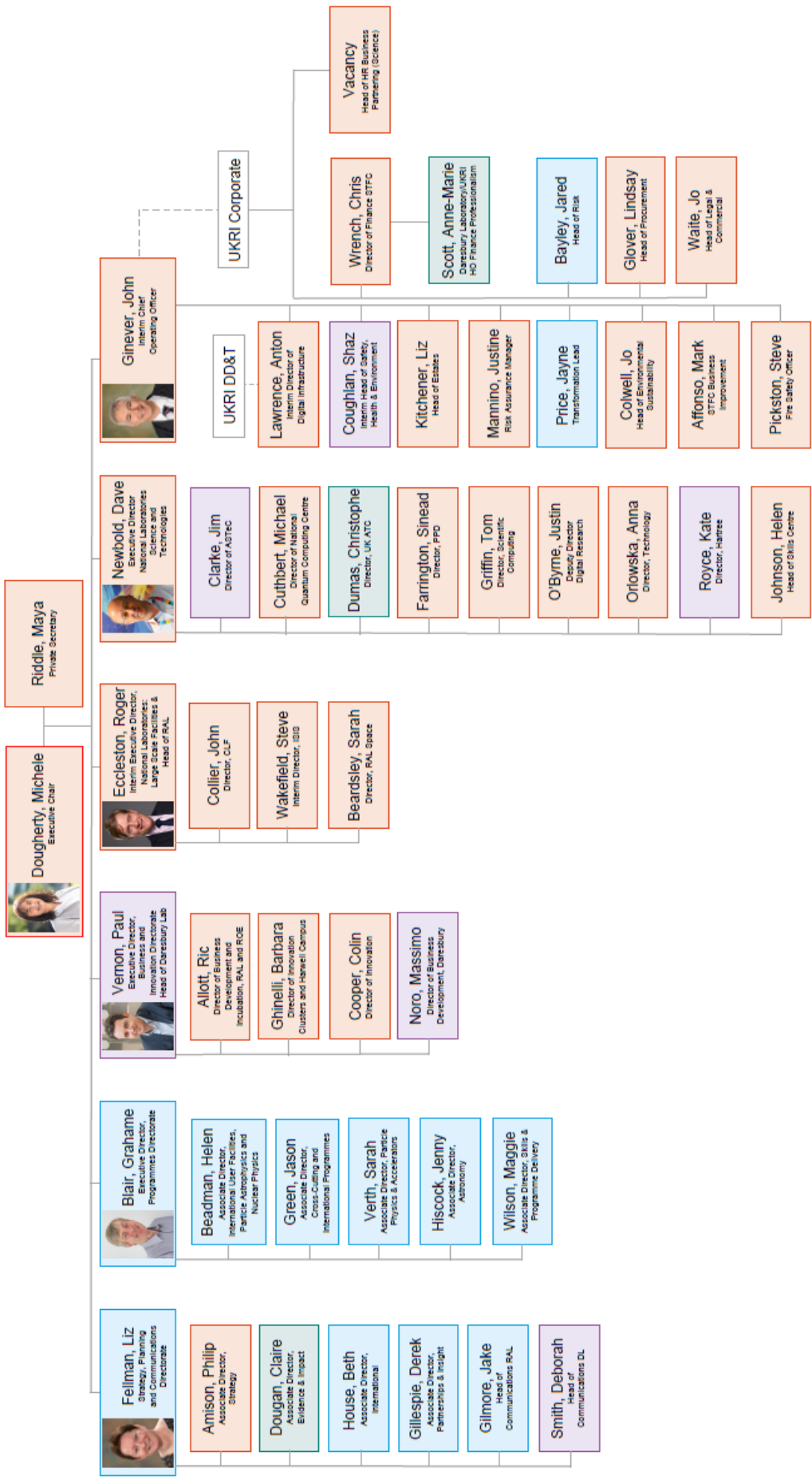
If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under [UKRI Complaints Procedure](#).





# Appendix A

## Executive Directors and Senior Staff Organogram



**Key**

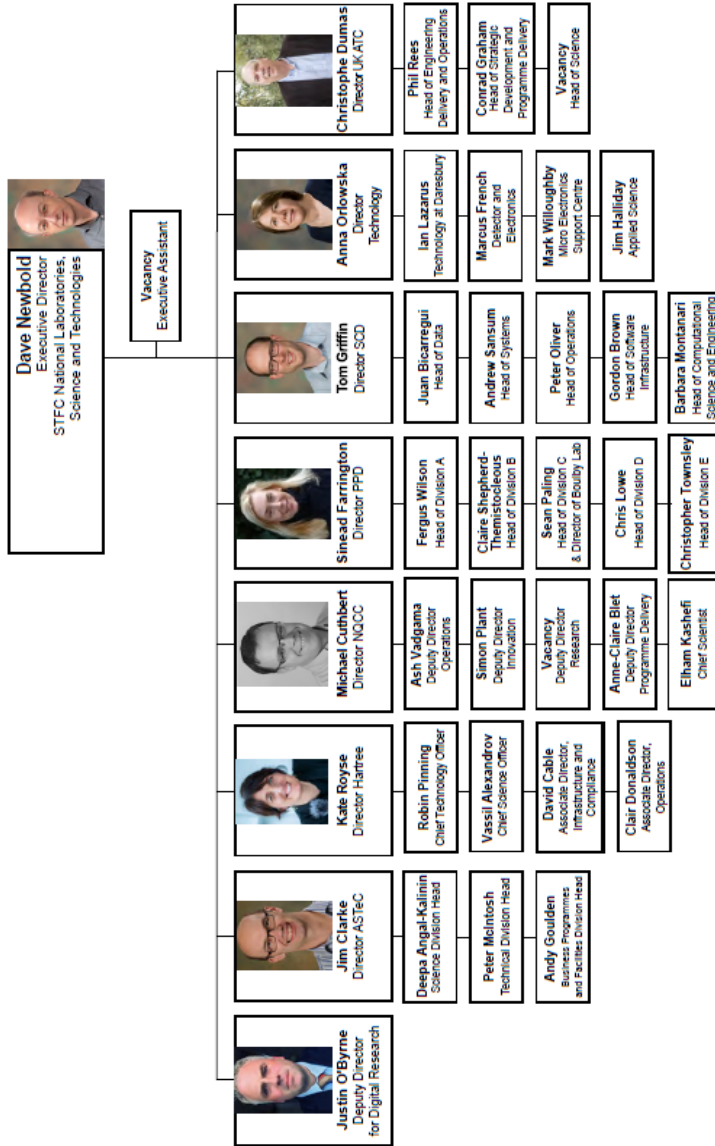
- Swindon based staff
- RAL based staff
- ATC based staff
- DL based staff
- London based staff

Last updated February 2025

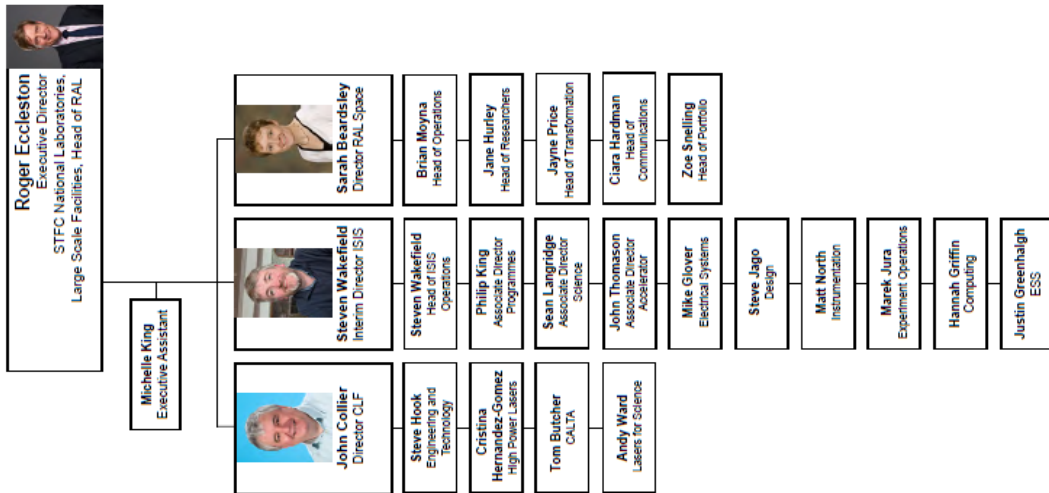
# Appendix B

## STFC National Laboratories

### Science and Technologies

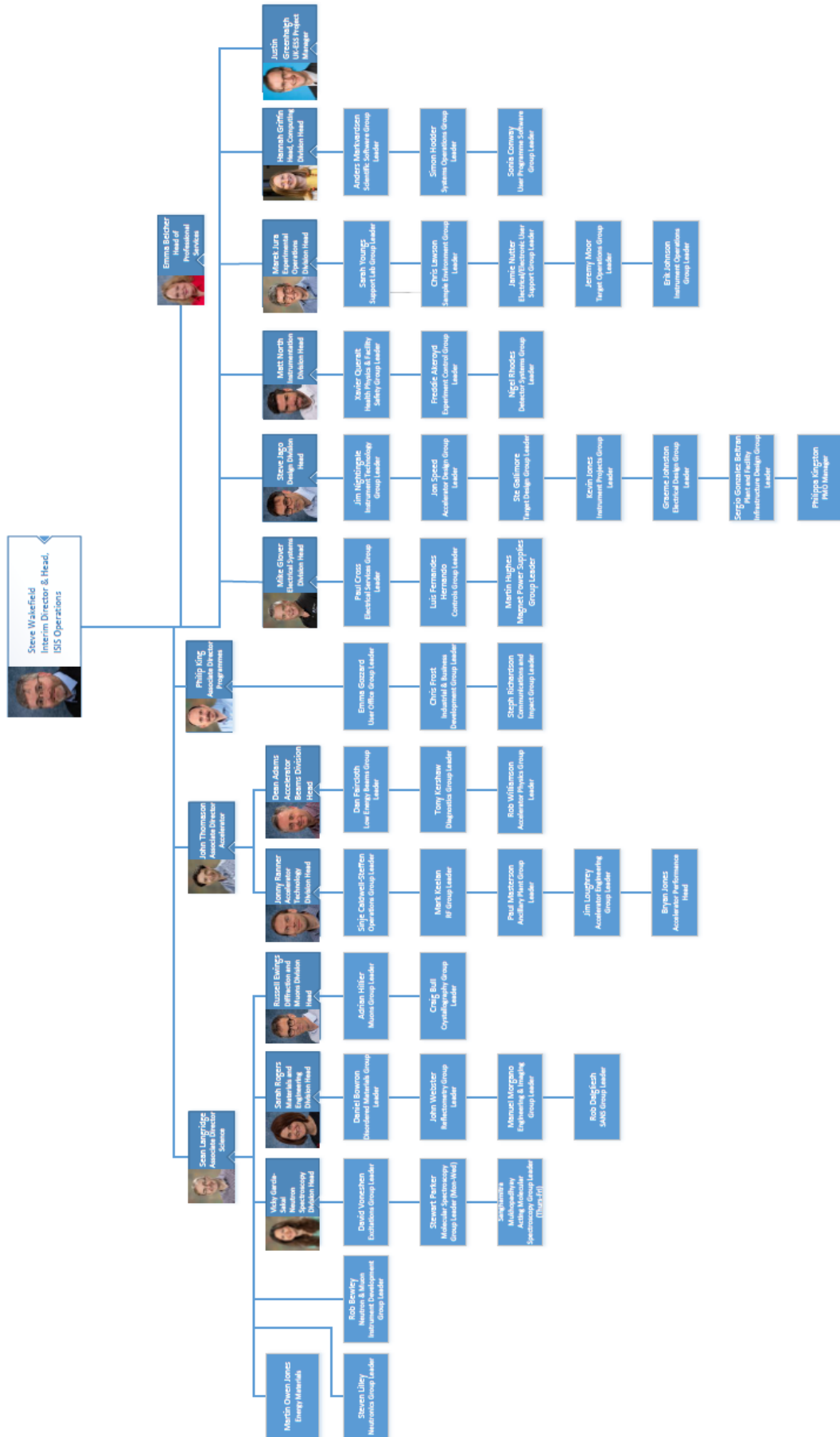


### Large Scale Facilities





# Appendix C





**Science and  
Technology  
Facilities Council**

