



Welcome from Professor Daniel Figeys Director and Chief Executive

Thank you for your interest in joining the Quadram Institute.

This is a unique opportunity to help shape impactful integrated food and health research at the state-of-the-art Quadram Institute on the Norwich Research Park. The Quadram Institute brings together Quadram Institute Bioscience (QIB) research groups with others from the University of East Anglia (UEA), and Norfolk and Norwich University Hospital (NNUH) to deliver world-leading expertise in food science, microbiology, bioinformatics and clinical research.

With the appointment of a number of world-leading Group Leaders, we are strengthening our ambition to deliver societal benefit through fundamental and translational microbiology, food and health research.

We are looking for a new Chief Scientific Officer (CSO) to join our vibrant community dedicated to advancing science and improving health worldwide.

The Chief Scientific Officer role is pivotal in the development of the Institute's scientific strategy and scientific leadership of the institute. The CSO will be a highly respected scientific leader who can provide clear scientific direction, leadership and management.

The post holder will continue to lead their research group delivering against the agreed research outcomes while working closely with the Director/CEO and as a member of our Executive Board to develop, plan and implement the scientific strategy.

This information pack has been developed to provide you with more information about us, our research and the Norwich Research Park. Please browse our website at <http://quadram.ac.uk/> for further information.

Professor Daniel Figeys
Director and Chief Executive,
Quadram Institute

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Background

The vision for the Quadram Institute was developed in partnership between Quadram Institute Bioscience (QIB), the University of East Anglia (UEA), the Norfolk and Norwich University Hospital (NNUH) and the Biotechnology and Biological Sciences Research Council (BBSRC).

The vision combines excellent patient care and clinical research from the university hospital alongside the Quadram's scientific expertise in food, nutrition and health on the Norwich Research Park.

The Quadram Institute is the £75 million state-of-the-art food and health research and endoscopy centre in which the QIB is now based. It is at the forefront of the new interface between food science, gut biology and health, developing solutions to worldwide challenges in food-related disease and human health.

Based on the Norwich Research Park, the Institute leverages a world-class bioscience cluster and an extensive network of national and international collaborators to translate fundamental discoveries into tangible benefits for patients, consumers and society.

Our research themes expand on the research strengths from the Institute of Food Research (IFR), and on its long history of food research. Created in November 1986 the IFR became independent in 2011, and in April 2017 IFR evolved into Quadram Institute Bioscience as a first step towards realising the wider vision of the Quadram Institute.

The mission of the Quadram Institute is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age- associated diseases. Scientists and clinicians use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.


The future is exciting. The Quadram Institute building is home to Quadram Institute Bioscience, the Norfolk and Norwich University Hospitals gastrointestinal endoscopy centre and the Clinical Research Facility (CRF).



About Norwich Research Park

The Norwich Research Park, located just outside the historic city of Norwich, England, is a community of independent research organisations with world-leading science credentials.

The Norwich Research Park community consists of;

-  Quadram Institute
-  John Innes Centre
-  University of East Anglia
-  The Sainsbury Laboratory
-  Earlham Institute
-  Norfolk and Norwich University Hospital

From the soil to our health, researchers across the Norwich Research Park are trying to solve huge global challenges: ensuring there is food security and safety for a growing population, preventing and treating diseases, and mitigating and adapting to the impacts of climate change.

The park also supports translational spin-out and start-up companies, and attracts investment from corporate organisations involved in science and technology from across the globe.

www.norwichresearchpark.com

Norwich is a vibrant city, often ranked as one of the very best places to live in the UK and is rich in arts, culture, music, nightlife, and tourism. It is within easy reach of the Norfolk Broads National Park, the UK's largest navigable man-made waterway.

The city boasts a Norman Cathedral, a 12th century Norman Castle and a medieval centre of cobbled streets. Norwich, the City of Stories, is the first city in England to be awarded UNESCO City of Literature status.

As a regional capital city, it is a significant cultural centre with stylish café bars, pubs, cinemas, theatres, restaurants, nightclubs, concerts, exhibitions and festivals. It is well linked to London and Cambridge by road and rail, and internationally via Norwich International Airport.






Vision and Values



Quadram Institute Bioscience (QIB) creates new interfaces between food science, gut biology, human health and disease, capitalising on the world-class bioscience cluster based at the Norwich Research Park. QIB scientists work alongside clinicians and work closely with major national and international funding bodies and charities, collaborators and investors to ensure translation of our fundamental science to benefit patients, consumers and wider society.

The mission of Quadram Institute Bioscience is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age-associated diseases. We use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.

We can only achieve our mission if we create an environment in which everyone is valued, supported and has the opportunity to grow and contribute. Our values are central to our success and everything we do at Quadram Institute Bioscience:

-  **People-Centred Impact**
We measure success by healthier lives and empowered communities, ensuring our research delivers tangible benefits.
-  **Inclusive Excellence**
Diversity fuels discovery. We cultivate an environment where every voice is heard, every talent is nurtured, and respect is non-negotiable.
-  **Trusted Integrity**
Rigour, transparency, and ethics underpin our work, earning the confidence of patients, partners, and the public.
-  **Collaborative Spirit**
Breakthroughs happen together. We partner openly across disciplines, sectors, and borders to turn knowledge into real-world solutions.
-  **Agile Innovation**
We stay curious and responsive, adapting rapidly to emerging challenges while stewarding resources responsibly for future generations.

Our interdisciplinary research maximises the unique cluster of academic excellence and clinical expertise at the Norwich Research Park, working alongside the food and pharmaceutical industries on our core science programmes.

About the role

Chief Scientific Officer



Quadram Institute Bioscience currently has a vacancy for a Chief Scientific Officer to join a vibrant community dedicated to advancing science and improving health worldwide.

The Chief Scientific Officer (CSO) is pivotal in the development of the Institute's scientific strategy and scientific leadership of QIB. The CSO will be a highly respected scientific leader who can provide clear scientific direction, leadership and management.

The post holder will continue to lead their research group delivering against the agreed research outcomes while working closely with the Director/CEO and as a member of the QIB Executive Board to develop plan and implement the scientific strategy.

Ideal candidate

The ideal candidate will have significant experience as a successful Group Leader and be a role model for excellence in scientific leadership. They will work collaboratively, and support and engage with colleagues across the Institute, internal and external stakeholders and the QIB Board of Trustees.

They will have an excellent publication record, together with demonstrable international recognition in areas of science relevant to the Institute's vision. Collaboration is at our core, and we value partnerships with scientists within our institute, across the UK, and globally, as well as with industry and government. Candidates will have already established strong collaborations, a clear vision for collaborative research, experience of successfully developing and maintaining stakeholder relationships and continually horizon-scan to identify opportunities and risks.

An essential requirement is a PhD relevant to one of our research themes of food, microbiome and health and microbes and food safety.

At QIB we are committed to equality, diversity and inclusion. We value the diversity of our staff and are committed to creating a positive environment, one that is fair, welcoming and inclusive, and where everyone is treated with dignity and respect. Please let us know if you need any adjustments made to the application or selection process so you can do your best.

For more details of our commitment to Equality, Diversity and Inclusion, see our website [Equality, Diversity and Inclusion - Quadram Institute](#)

Job and Person Profile



Chief Scientific Officer

Role Summary:

The Chief Scientific Officer (CSO) is pivotal in the development of the Institute's strategic plan, the Institute's scientific strategy and scientific leadership of QIB. The CSO will be a highly respected leader who can provide clear scientific direction, leadership and management.

The post holder will continue to lead their research group delivering against the agreed research outcomes while working closely with the QIB Director and as a member of the QIB Executive Board to develop plan and implement the scientific strategy.

The role requires significant experience as a successful Group Leader who demonstrates the Institute values and is a role model for excellence in scientific leadership. They will work collaboratively, and engage with colleagues across the Institute, internal and external stakeholders and the QIB Board.

Key relationships:

Line Management

- Group Leaders
- Indirect: ISP (soon to be renamed NI²SP) leaders.

Internal

- Executive Board
- Group Leaders

External

- Biotechnology and Biological Sciences Research Council (BBSRC)
- John Innes Centre, Earlham Institute, The Sainsbury Laboratory, University of East Anglia, and Norfolk and Norwich University Hospital.
- National and international partners.
- NBI Partnership, who provide support services in support functions including Human Resources, Computing, Finance, and Risk Management.
- Other research institutes, universities, schools, commercial organisations and funding agencies in the UK, EU and internationally.

Other

- Board of Trustees

Main activities and responsibilities

Key Accountabilities

- Lead in the development and implementation of the QIB scientific strategy.
- Responsible with the Director/CEO and ISP Leaders for developing and advising on the Institute's scientific vision and strategic plan.
- Support the Director/CEO and ISP Leaders in the oversight and development of future ISPs/NI²SPs.
- Horizon scan / analyse the scientific landscape searching for new opportunities.
- Work with ISP Leaders and Group Leaders to develop strategies to ensure the internationally recognised quality of basic, strategic and applied research as evidenced through refereed publications, citations, successfully obtaining grant income and high social and economic impact.
- Contribute to the identification of future skills development / requirements to ensure that delivery of the science strategy.
- Support the development of the next generation of scientists by coaching, mentoring and acting as a role model and advocate for QIB.
- Work with the Institute's Chief Business Officer to support the development of an entrepreneurial culture at the Institute.
- Seize opportunities to broaden and strengthen the QIB's reputational on the global stage and inspire scientific excellence across the Institute.
- Represent the Institute's science in the media, funding bodies and the world stage.
- An excellent relationship builder, able to think and act strategically, while being sensitive to organisational and individual priorities to deliver high quality outcomes.
- Continue to deliver research as a Group Leader, achieving the Institute's Group Leader grant income and publication outputs.
- As a member of the Executive Board undertake any such duties that are reasonably required and be an ambassador of QIB and our values.

Person Profile – Essential criteria

Education & Qualifications

Ph.D relevant to one of our four key research themes of gut and the microbiome, healthy ageing, food innovation and food safety

Specialist Knowledge & Skills

An internationally recognised scientific leader, well acquainted with both the UK and the international science system.

Excellent first/last author publication record in peer reviewed journals, together with demonstrable international peer recognition in areas of science relevant to the Institute's vision.

Knowledge of the grant proposal process and associated funding schemes (BBSRC, EU).

Strong collaboration skills, and experience of successfully developing and maintaining key relationships with diverse stakeholders.

Leadership and Management

Significant experience of managing and motivating teams ensuring the highest levels of performance are achieved.

High level of personal resilience, including the ability to support the Director and other ISP Leaders in providing a clear and consistent vision and direction

A strong team player, focussed and committed to delivering and helping colleagues achieve their goals.

Demonstrable success in dealing with highly sensitive issues in a complex environment

Ability to horizon-scan to identify opportunities and risks

Relevant experience

Senior scientific leadership experience within a similar organisation and role.

Significant experience in a senior leadership role in a public or private research institution.

Interpersonal and communication skills

Excellent written and oral communication skills with the ability to articulate science strategy to individuals, groups and to develop effective relationships in the context of research and scientific committees.

Positively engages staff at all levels and enthusiastically promotes the vision.

Able to demonstrate sound judgement in decision making.

Demonstrates discretion and sound judgment in dealing with confidential, sensitive, and difficult issues.

Additional requirements

Promotes equality and values diversity

Promotes and roles models QIB Values

Credibility, tact and diplomacy

Our forward-looking Strategy

Advancing Healthy Living by Design

Quadram Institute Bioscience (QIB) was established with a clear vision — to understand how food and microbes interact to promote health and prevent disease. Today, QIB is entering a new and exciting phase of growth. Our focus is now defined through our impact-driven framework, *Healthy Living by Design*, which aims to promote lifelong health by decoding the complex relationships between food, nutrition, microbes, microbiomes, and human biology — and translating this into practical, innovative solutions in partnership with clinicians, industry, and policy leaders.

QIB's research responds directly to the UK's most pressing challenges:

- 📌 Rising rates of obesity and diet-related disease
- 📌 Increasing pressures on food systems from climate change, antimicrobial resistance, and global supply-chain fragility

As a BBSRC-funded National Capability, QIB provides a unique, integrated environment where multidisciplinary teams can collaborate across scales of bioscience and health research. We combine exceptional facilities within a single institute, including:

- 📌 Clinical research facilities and biorepositories
- 📌 Microbiome and organoid model systems
- 📌 Sequencing, bioinformatics, and advanced imaging platforms
- 📌 Food and metabolite analysis capabilities
- 📌 A GMP-level faecal microbiota transplant facility
- 📌 High-containment and translational laboratories

This infrastructure enables QIB to move seamlessly from fundamental discovery to application, impact, and policy influence.

Healthy Living by Design and the NI²SPs

QIB's next phase of scientific development will be delivered through new National and International Institute Strategic Programmes (NI²SPs). These interdisciplinary initiatives focus on three areas:

- 📌 Healthier Lives: Precision nutrition and microbiome interventions to prevent metabolic and age-related disease and support healthy growth and ageing.
- 📌 Safer Food: Predictive microbiology and interventions that protect food systems from pathogens, xenobiotics, spoilage, and antimicrobial resistance.
- 📌 Future Food: Predictive models and preclinical pipelines that ensure climate-resilient crops are safe, nutritious, and health-promoting.

Four organisational pillars — Frontier & Translational Science, Promotion of Health, Health Innovation, and People & Talent — underpin these programmes and connect discovery research with innovation, training, and impact.

Building Capability and Leadership

QIB is investing strategically in its scientific capability and leadership. Current priorities include:

- 📌 Expanding national and international partnerships
- 📌 Developing platforms in AI, bioinformatics, and data-driven science
- 📌 Establishing advanced clinical capabilities such as cryopreserved microbiome and tissue biobanking
- 📌 Growing training and development programmes for future bioscience leaders













A Distinctive Model for Impact




QIB's mission-driven structure brings together people, platforms, and partnerships in a dynamic environment designed to deliver translation and impact. In doing so QIB plays a central role in strengthening the UK's research infrastructure — improving health, ensuring food safety, and building a sustainable bioeconomy.

We are seeking an inspirational scientific leader — visionary, collaborative, and impact-oriented — who will guide QIB's scientific direction and help realise our mission of “Healthy Living by Design.” This is your opportunity to lead a growing institute with the potential to redefine how bioscience translates into better health and more sustainable food systems — in the UK and worldwide.

Why Join us?

We offer:

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|  | Competitive salaries: We aim to attract, recruit, retain, engage and motivate a diverse, high calibre workforce that will support the Institutes in achieving their goals. We will value and reward all staff for what they contribute and achieve. |
|  | Pensions: Employees can join our Aviva Group Personal Pension Plan from day one and benefit from a 10% employer contribution. We also operate a NEST pension scheme for auto-enrolment purposes and casual appointments. |
|  | Life Assurance: As an active member of the Aviva Pension Scheme you would also benefit from life assurance. This provides a benefit of 3 times your basic salary in the event of death prior to retirement. This benefit is provided for you and the employer pays for it. In certain circumstances benefits are restricted and this would be advised accordingly in such circumstances. |
|  | Annual Leave: 25 days on appointment, rising to 28 days, plus 10.5 Public and Privilege Days. Employees can also purchase up to 5 additional days' leave using our Annual Leave Purchase Scheme. |
|  | A Voluntary Employee Benefits Scheme: My NBI Lifestyle offers discounts and cash back on travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities and other day to day spending. There are also discounts and special offers from local suppliers from time to time. |
|  | Cycle to Work scheme: This enables employees to save on tax and national insurance contributions via a salary sacrifice scheme. You can also upgrade your existing bike. |
|  | An Employee Assistance Programme: 24/7 access to a telephone counselling and information line, as well as online counselling, webinars and articles. |
|  | Benenden Healthcare: voluntary healthcare and wellbeing benefits. |
|  | Learning and Development: A wide range of courses and learning resources are available for staff. |
|  | Chestnut Nursery School: The Chestnut Nursery School is facility for on-site childcare for babies, toddlers and young children (0-5 years old). |
|  | Catering: We have a number of on-site catering facilities, offering hot and cold food and drinks. |
|  | Car Park: There is car parking available for staff and visitors on site. |

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|  | <p>Recreation: As well as providing access to an outdoor swimming pool and sports hall/squash courts, regular events to entertain people working at the Norwich Research Park and their families are held throughout the year.</p> |
|  | <p>Family/Dependent Support Fund: The Family/Dependent Support Fund provides some financial support for staff who wish to attend conferences, networking events, workshops and professional development opportunities but who have child care or dependent responsibilities which may make this difficult.</p> |
|  | <p>A commitment to wellbeing.</p> |

How to apply:

Interested applicants are invited to submit a description of:

- (i) current research activities and
- (ii) short and longer-term research aims and potential strategic goals (~2-3 pages).

Please combine this with your CV together with a cover letter stating what motivates you to apply for the Chief Scientific Officer position at QIB and submit this by **Monday 24th November 2025**.

Completed applications should be submitted via email to QIB@mcleanpartnership.com.



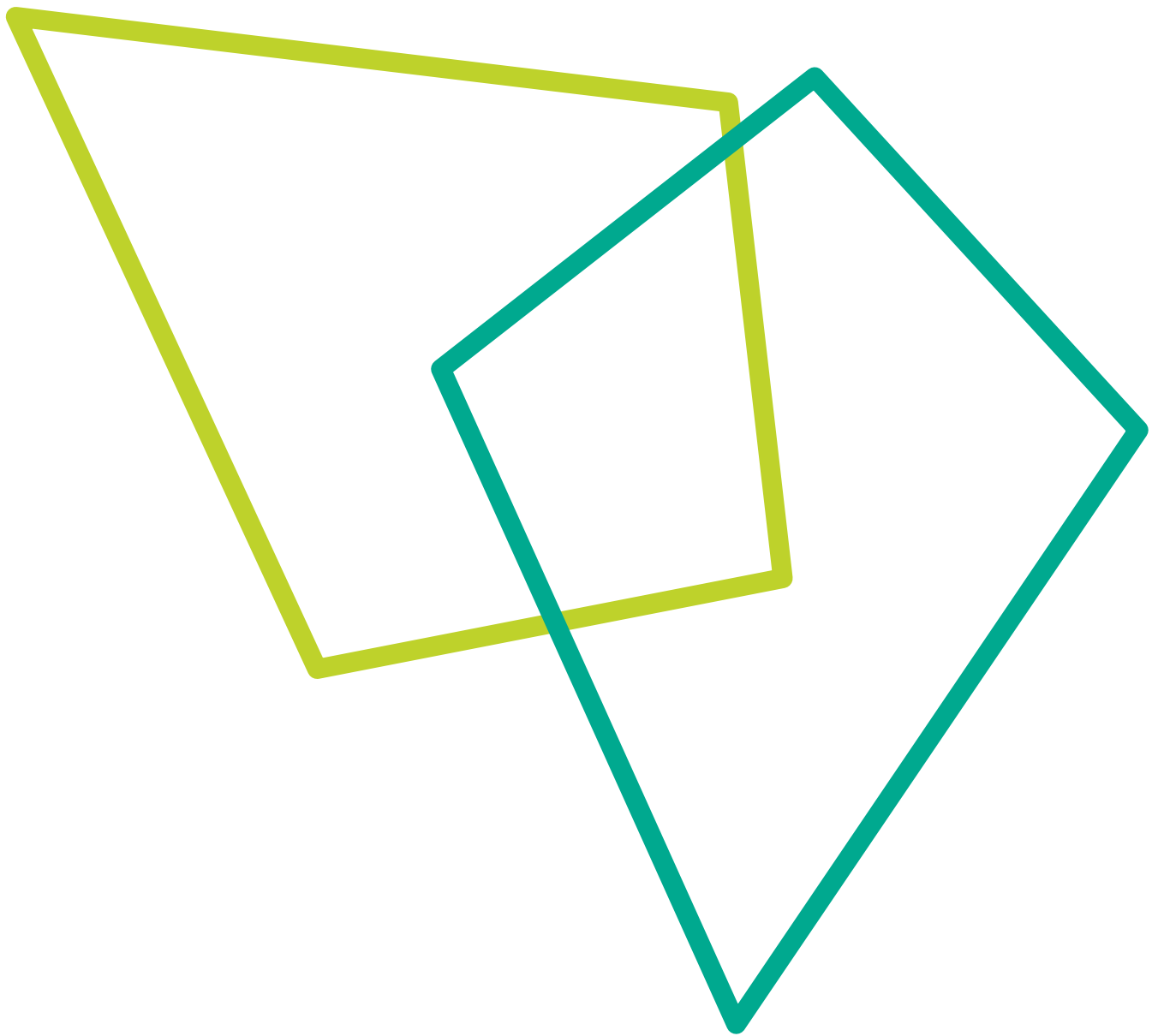
MCLEAN
Partnership

The McLean Partnership has been engaged by QIB to support this recruitment. For an informal discussion about the position, please contact Dr Graham Little or Giuseppe Feniello via email at QIB@mcleanpartnership.com.

At QIB we are committed to equality, diversity and inclusion. We value the diversity of our staff and are committed to creating a positive environment, one that is fair, welcoming and inclusive, and where everyone is treated with dignity and respect. Please let us know if you need any adjustments made to the application or selection process so you can do your best.

For more details of our commitment to Equality, Diversity and Inclusion, see our website [Equality, Diversity and Inclusion - Quadram Institute](#)

Closing Date for applications is Monday 24th November 2025 at 12 noon GMT.



MCLEAN
Partnership

Completed applications should be submitted
via email to QIB@mcleanpartnership.com

For all other information or queries please email
info@quadram.ac.uk

quadram.ac.uk

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