



Appointment of Ineos Oxford Institute Director

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AMERICAS ASIA PACIFIC EMEA

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Foreword

The Ineos Oxford Institute for antimicrobial research (IOI) is a world-leading centre of research, training and education based at the University of Oxford. It was established thanks to a significant gift from INEOS, one of the world's largest chemical companies. The IOI is developing solutions to fight antimicrobial resistance – one of the most significant and pressing health challenges of our time. Researchers at the IOI are developing new drugs for human use such as antibiotics, and developing vaccines against pathogens that cause diarrhoea.

In addition to research, IOI's training and education programmes attracts the next generation of research leaders to advance science and promote interdisciplinary approaches to address AMR.

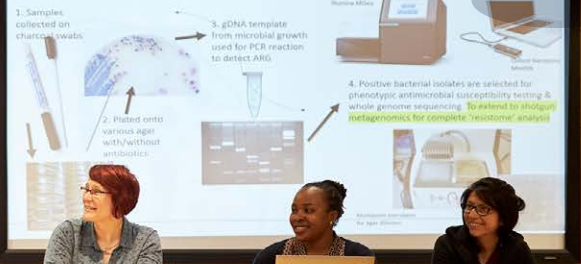
The IOI is now looking for a new Director who will have an

exciting and transformational opportunity to lead and develop the strategy, vision, growth, and long-term success of the Institute in its next phase. The IOI presents a unique opportunity to harness expertise across the University. We are seeking an individual with an international scientific track record relating to antimicrobial resistance and/or drug development. The successful candidate will ideally have existing relationships with at least one group of key stakeholders including funders, NGOs, policy makers, and pharma. The Director should be highly research active prior to this role and space in the state-of-the-art laboratories will be made available to their group in the Life and Mind Building in Autumn 2025.

We encourage you to arrange a discussion with our search partner, Perrett Laver, to find out more about the opportunity.



AMR Surveillance: A blend of microbial culture and whole genome sequencing



Ineos Oxford Institute

About IOI

The Ineos Oxford Institute (IOI) was created following a significant gift from INEOS to the University of Oxford in 2021. The Institute aims to rapidly advance research, education, and collaboration in search of solutions to the growing threat of antimicrobial resistance (AMR). IOI scientists apply state of the art medicinal chemistry and microbiology to antibacterial drug discovery to enable and promote the development of breakthrough new treatments for human bacterial infections. The IOI will become a centre of world-class scientific talent, working collaboratively with a growing number of bodies focusing on AMR across the world. It seeks to stimulate innovation and collaboration within academia and with industry and government. The overarching ambition is to be a world leading institution for the discovery of novel antibiotics and new approaches to combatting antimicrobial resistance.

IOI is the hub of the Oxford AMR Network and funds multidisciplinary programmes within the University and beyond. The IOI also undertakes international collaborative studies with global surveillance and assessment programmes to understand the impact of antibiotic resistance on low-middle income country health and agricultural structures. The Institute aims to develop important actionable estimates of the AMR burden that will impact global and regional policy decisions.

Addressing antimicrobial resistance requires a global effort. It will be critical to develop the pipeline by training a cadre of scientists in the fields of antimicrobial resistance drug discovery.

Our Research

The IOI is currently home to three research programmes, with expertise spanning new drug discovery and target validation, and surveillance to understand the clinical and economic burden of AMR.

Researchers at the IOI are developing new drugs for human use such as antibiotics, and developing vaccines against pathogens that cause diarrhoea.

IOI's research is guided by its global surveillance programmes in countries most affected by the threat of AMR including countries in Africa and South Asia.

Ineos Oxford Institute

Our Three Research Programmes are:

Human Antibiotics

Researchers at the IOI are pioneering new approaches to the design of new antibiotics to be used in human medicine. We are prioritising major global unmet needs that are not being addressed by other research groups or industry.

Global Surveillance of AMR

Robust and strong surveillance systems across the world, especially in low- and middle-income countries are essential to tackle AMR. At the national level, data can help inform health policies and responses to health emergencies. At the global level, this data can provide early warnings of emerging threats and help identify long-term trends.

The IOI is working in over 18 sites across 8 countries to support and strengthen surveillance systems and laboratories.

Digital Microbiology and Evolution

Researchers at the IOI are developing bacterial genome databases, new bioinformatics approaches and performing large-scale analyses to understand resistance evolution and spread. These analyses are complemented with laboratory experiments which describe the molecular mechanisms underlying important bacterial traits.

For further information on Research at IOI please see [here](#).



Our Governance

The IOI is advised and governed by three groups:

Executive Committee

The IOI Executive Committee (EC) is the key decision-making body of the IOI. The EC oversees, directs, and supports the planning, development and delivery of all IOI programmes, projects, and initiatives.

The EC is responsible for ensuring that all programmes are fully consistent with the IOI strategies, scope, and objectives. The committee addresses strategic issues, major risks, and significant points of difficulty.

Advisory Board

The IOI Advisory Board (IAB) is comprised of a group of internationally respected scientific and non-scientific individuals from Oxford, INEOS, and external to the IOI, who meet to offer a wide breadth of expertise and perspectives from both academia and industry.

The IAB provides strategic overview and advice to the IOI in relation to all aspects of the Institute's scientific and educational programmes.

Governance and Steering Group

The IOI Governance and Steering Group fulfils the oversight duties of the Mathematical, Physical and Life Sciences Board (as trustees of the MPLS Divisional Fund).

The IOI Governance and Steering Group is also intended to provide some of the governance and compliance support that would usually be provided by a host department.

For further details on Governance & Leadership please see [here](#).



University of Oxford

The University of Oxford aims to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial, and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

The University's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is a strength, vital for innovation and creativity, Oxford aspires to build a truly diverse community which values and respects every individual's unique contribution.

At the University of Oxford, you will find a unique, democratic, and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. For more information, please visit www.ox.ac.uk/about/organisation.



Appointment of Director of the Ineos Oxford Institute

Overview

The overall aim of this role is to establish the IOI's reputation as a world-leading and sustainable AMR hub and extend its reach by developing and implementing partnerships with organisations which are aligned to, and have a shared interest in, the values and strategy of IOI.

It is anticipated that the Director will also be a member of the Department of Chemistry or Biology depending upon their area of scientific expertise. This will be discussed further with shortlisted candidates.

Main Duties and Responsibilities

The Director will:

- Undertake and lead internationally acclaimed research in an area central to antimicrobial resistance, for example discovery and development of drugs for tuberculosis, fungal infections, or sepsis.
- Provide scientific leadership and strategic direction to the scientific, educational and engagement programmes of the Institute to maximise high-quality delivery, outputs, and outcomes.
- Advocate for the IOI and its objectives nationally and internationally.
- Help drive the Oxford AMR network and build links with internal stakeholders in Oxford, that forge and foster collaborative working.
- Conduct complex discussions and negotiations to influence scholars, funders, and stakeholders including national agencies, business and industry leaders, governments, and policy makers.
- Promote knowledge exchange, collaboration, and communication with industry to deliver impact.
- Lead on relationship management with key funders and stakeholders and ensure that communications are effectively managed.
- Ensure that effective governance is in place to support the implementation of research strategy and programmes.
- Lead a long-term fundraising strategy to underpin financial sustainability.
- Oversee and inspire development of new avenues of research in response to the challenges of antimicrobial resistance.
- Chair the Executive Committee (the key decision-making body of the Institute) and other relevant committees and meetings, providing highly effective leadership and strategic input.
- Work with the IOI's Head of Administration and Finance and other professional services staff to ensure that planning, project management, financial controls, HR, budgeting, and reporting frameworks are in place to support the implementation and monitoring of research strategy and programmes.
- Oversee the effective career development and mentoring support of research staff based in the Institute, in alignment with University policy and frameworks.
- Develop an inclusive research culture in the Institute that is aligned with best practice relating to equality, diversity, and inclusion.



Person Specification

Essential Criteria:

- An outstanding international scientific track record in the field of antimicrobial resistance and/or medical research.
- Experience of working effectively with major relevant stakeholders including funders, industry, NGOs, and policy makers.
- Proven highly effective leadership across diverse teams and the ability to form and articulate a strategic vision that resonates with others.
- Proven ability to innovate and offer creative thought and solutions to a broad spectrum of issues.
- A motivational, effective, and inclusive leader who can inspire and work productively with a diversity of colleagues in research and operational roles.
- Experience of fundraising and financial oversight, including attracting and managing significant research income.
- Able to manage conflict and negotiate successful outcomes.
- Outstanding management and influencing skills.
- Able to work effectively with industry and related organisations and support the translation of IOI research into commercial opportunities.

- Excellent written and oral communication skills, with a proven track record of articulating strategy, values, and goals to individuals, groups, and the media.
- Experience of chairing and presenting to decision-making bodies.

Summary

Job title: Director of the Ineos Oxford Institute

Division: Mathematical, Physical and Life Sciences

Department: Chemistry or Biology (to be discussed further with the successful candidate)

Location: Oxford city centre

Contract type: Fixed Term (5 years) with the potential for renewal

Reporting to: Head of Division for the wider IOI mission & Head of Cognate Department for their personal research programme.



How to Apply

The University of Oxford have engaged Perrett Laver to support the Search Committee with this appointment. For an informal discussion about the role, please contact Lucy Roper at lucy.roper@perrettlaver.com or +(44)20 3928 7358.

Application is by submission of a curriculum vitae and a covering letter of application, addressing the job description and person specification, and including suitable daytime and evening telephone contact details. Completed applications should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting reference **7732** by the deadline of **9:00 GMT on Monday 17th March 2025**.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

Should you require access to these documents in alternative formats, please contact Sarah Snelling on sarah.snelling@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Perrett Laver believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds, and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development, and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.

Privacy policy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy/>.



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