

Appointment of

Chair

UK Research and Innovation

November 2025



**UK Research
and Innovation**

Contents

AMERICA ASIA-PACIFIC EMEA

- Ministerial Foreword
- The Organisation
- The Role
 - Key Duties/Objectives for the UKRI Chair
 - Specific Responsibilities
 - Person Specification
 - Essential Criteria
- Equality, Diversity and Inclusion
- The Seven Principals of Public Life
- Conflicts of Interest
- Terms of Appointment
- Timescales
- How to Apply

Foreword



Dear Candidate,

I am delighted to invite you to apply for the key role of Chair of UK Research and Innovation (UKRI). This is an exceptional opportunity to lead an organisation that is at the forefront of driving innovation and research excellence in the United Kingdom. This is a critical moment as UKRI is essential for knowledge creation, growth and prosperity now and in the future.

As the Chair of UKRI, you will play a pivotal role in leading an effective Board and maintaining good governance and robust assurance processes. You will work closely with the new CEO, Sir Ian Chapman, and support him in delivering on UKRI's aims and objectives. You will also be responsible for overseeing the governance framework of UKRI, ensuring that it operates with transparency, accountability, and integrity. Your leadership will be crucial in fostering a positive corporate culture while also ensuring that UKRI's activities align with its mission and values.

Working with the CEO and other senior executives you will have an important role in managing the relationship between UKRI and Government Ministers. Ensuring UKRI remains responsive to the needs of government, accountable for taxpayers' money, and that the UKRI Board's advice to government is timely, relevant and impactful.

We are seeking a leader with strong commitment to maximising the impact of UKRI's investments into our excellent science, research and innovation systems structured around three principal areas: protecting and growing curiosity-driven research; addressing government priorities and tackling societal challenges; and supporting R&D-intensive companies to start up, scale up, and stay in the UK. Leveraging private sector investment will be an important part of this.

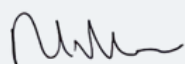
This will be essential in ensuring impact from the c.£9bn annual allocation to UKRI (expected to increase over the spending review period).

The ideal candidate will have the ability to inspire, engage and deepen links between stakeholders in academia, industry, and government, and will be committed to promoting excellence and impact in all that UKRI does. This role is crucial in driving economically beneficial outcomes and ensuring that UKRI's research and innovation activities contribute to the UK's economic growth and global competitiveness as highlighted in the UK's Modern Industrial Strategy. The new postholder will therefore need to have experience of focusing and prioritising on effective delivery.

If you are passionate about making a difference and have the skills and experience needed to work with the CEO leading UKRI into the future, we encourage you to apply for this exciting and influential role.

We welcome applications from outstanding individuals from a diverse range of sectors and backgrounds. We look forward to receiving your application.

Yours sincerely,



Minister Vallance



UKRI Early Careers Network conference
photography

The Organisation

UK Research and Innovation (UKRI) is a non-departmental public body sponsored by the Department for Science, Innovation and Technology. UKRI is the largest public funder of research and innovation in the UK, spanning all disciplines and all sectors, investing £9 billion each year on behalf of the UK Government. UKRI inspires and enables talented people to push the boundaries of discovery, support innovative businesses to grow and scale, and target solutions to national and global priorities.

UKRI links together the seven research councils, Innovate UK, and Research England, and works with the funding agencies in Scotland, Wales, and Northern Ireland to deliver an ambitious agenda, drawing on its great depth and breadth of expertise and the enormous diversity of its portfolio. UKRI maintains and champions the creativity and vibrancy of disciplines and sector-specific priorities and communities. Its councils shape and deliver both sectoral and domain-specific support and work together to ensure a fully joined-up research and innovation investment portfolio.

Whether through research grants, quality-related block grants from Research England, or grants and wider support for innovative businesses from Innovate UK, UKRI works with its stakeholders and partners to understand the opportunities and requirements of all the different parts of the research and innovation landscape, maintaining the health, breadth, and depth of the system.

We fund people and teams in over 140 universities, 60 institutes and 3,600 companies across the UK, supporting a diverse range of research and innovation environments. Our investments in R&D deliver benefits across the whole of the UK.



The Role

The Chair of UKRI will play a pivotal role in steering UKRI to deliver the strategic objectives set by Government, translating the UK's global leadership in research and innovation, into economic growth and social impact and delivering for citizens. The Chair will provide overarching direction and ensure effective governance and enhanced accountability building confidence within Government, and with UKRI's staff and users.

Key Duties and Objectives for the UKRI Chair

- Work with government to ensure a coherent strategic approach across the organisation on cross-cutting research and innovation priorities as well as corporate reform of UKRI and its Councils. In particular this will involve aligning UKRI with the government's three overarching investment priorities for R&D:
 - protecting and growing curiosity-driven research;
 - addressing government priorities; and
 - tackling societal challenges; and supporting R&D-intensive companies to start up, scale up, and stay in the UK.
- Support and manage the CEO, ensuring there is effective performance management by setting stretching targets in line with the UKRI objectives and key results, and conducting regular reviews.
- Lead the Board to provide effective challenge to UKRI's executive team, ensuring UKRI operates as an efficient, effective organisation, fully accountable to government, adaptable to change, and embraces a culture of innovation.
- Work with the CEO to advise the Secretary of State on key priorities, including the strategic case for investment into R&I, and the spending review allocations to UKRI and its nine Councils.
- Build vital relationships with various partners aimed at realising the potential of UKRI to drive economically beneficial outcomes.
- Ensuring the UKRI board and staff, take proper account of guidance provided by the Secretary of State for Science, Innovation and Technology.
- Working with the Senior Independent Members of each Council to ensure that UKRI's Councils operate effectively and are able to discharge their remits within UKRI.



Specific Responsibilities Include:

- Chair UKRI board meetings ensuring Board business is conducted efficiently to enable strong stewardship of UKRI with the right level of executive challenge evidenced by effective delivery. Ensure the Board is able to have an effective overview and insight into the organisation. Lead the Board and the non-executives ensuring they are effective in their roles and that the skills and experience of members remains relevant through succession planning and recruitment.
- Ensure the governance of UKRI overall is efficient and effective, progressing reforms as necessary, including the role of Councils' Councils and their SIMs, and ensure the effective operation of the sub committees to the UKRI Board. Ensure the Board is reviewed regularly and act on any recommendations.
- Chair the Nominations and Remuneration Committee, which determines senior executive pay policy and contracts, and corporate bonuses, and appointments to research Council committees, as well as regular attendance at the Audit and Risk Assurance Committee and other Board sub-committees.
- Provide advice to the Secretary of State on appointments to the UKRI board including the CEO and CFO. Support the CEO in recruitment of UKRI's other senior executive appointments.

Stock image of architecture/buildings
licensed by UK Research and Innovation





Person Specification

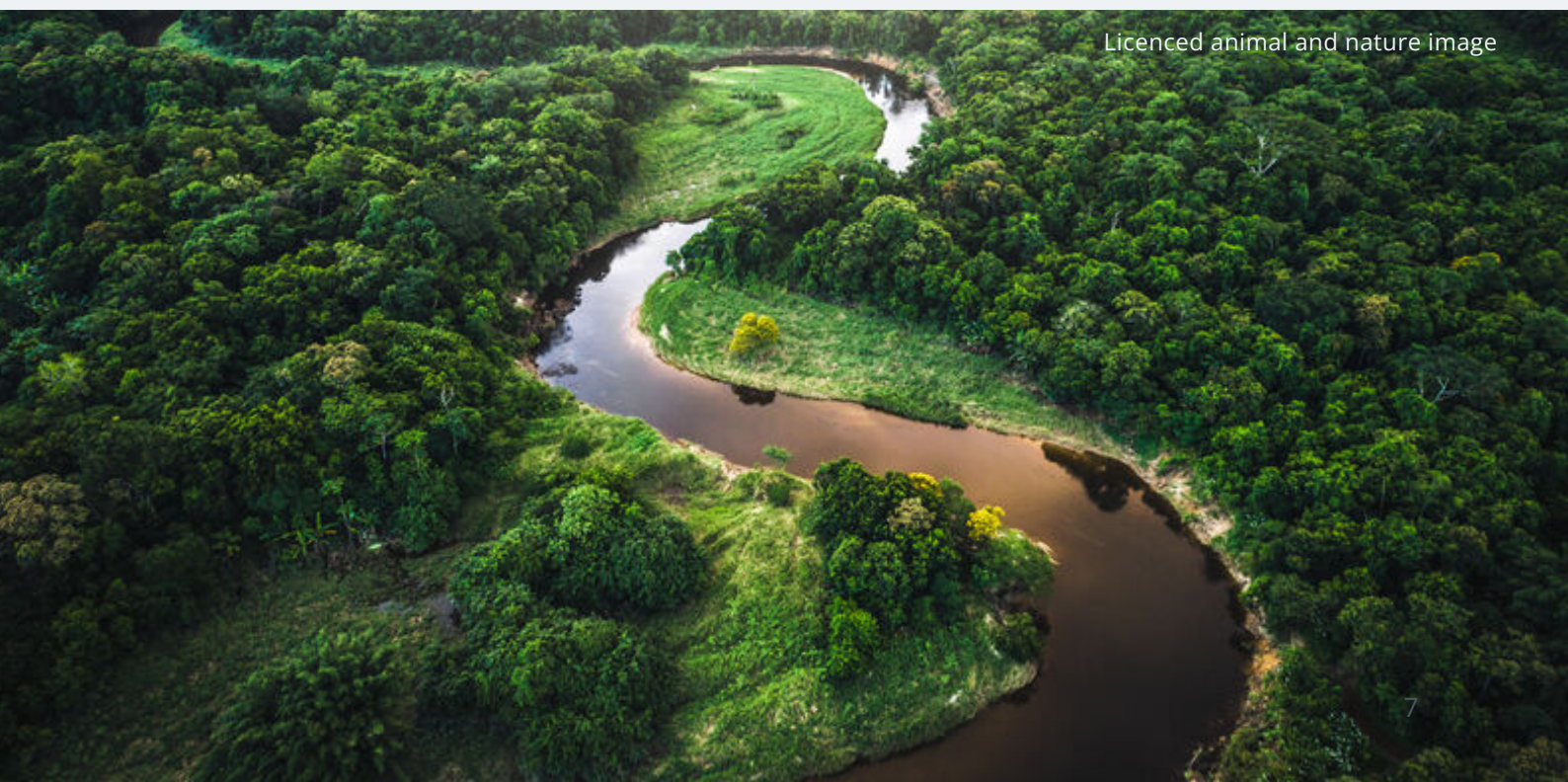
We are looking for an outstanding individual to become Chair of UKRI.

Applications are sought from candidates with demonstrable experience to show they can command the confidence of Government, the academic, business, higher education communities, guide and challenge the development of UKRI's organisational approach, ensure the organisation is delivering effectively and efficiently, is focussed on value for money, able to demonstrate impact, and confident in embracing change and innovation.

Essential Criteria

It is expected that you would be able to demonstrate all the following abilities and attributes:

- The ability to think strategically, set clear direction and communicate effectively in order to lead the Board and chair it efficiently;
- Show a strong understanding of governance and other governing body management issues, including compliance and probity;
- Excellent interpersonal and stakeholder management skills, including the ability to build effective team relationships with board members and to mentor and support the CEO and executive team;
- Substantial experience of organisational management with ability to challenge an executive organisation in an open and constructive manner to enhance corporate health and drive delivery;
- Strong links to and credibility with Government, business and academia, or demonstrable ability to build significant credibility within those communities.



Licensed animal and nature image



Equality, Diversity and Inclusion

UKRI is committed to equality, diversity and inclusion and welcomes applications from all. Applications from women, those with a disability, and members of minority ethnic groups, who are currently under-represented at senior levels in some sectors of the research and innovation community, are therefore especially encouraged. You can read more about our commitment to equality, diversity and inclusion [here](#).

Key Principles

- Equality, diversity and inclusion is a critical aspect of a healthy research culture – from how it's designed, how it's carried out and who is involved.
- Research and innovation should be 'for everyone, by everyone' – a dynamic, diverse and inclusive research and innovation system in the UK is an integral part of society and should give everyone the opportunity to participate and to benefit.
- We need to be diverse to accommodate that research and innovation is unpredictable, is often created through new and unanticipated combinations, and can take many forms.
- By recognising and nurturing all people in the system and diversifying interactions, we will enrich our lives by creating knowledge, enabling us to understand the world around us and empowering us to tackle the many challenges we face as individuals and as communities, nationally and globally.
- The whole workforce are key contributors in the research and innovation system – from the lead researcher or innovator to those who keep the lights on or maintain the large infrastructure and equipment in our laboratories, small businesses or on our research vessels.
- By valuing all, we recognise that a diversity of ideas, opinions, knowledge and people enriches our work and enlarges our knowledge economy.





The Seven Principles of Public Life

- The seven principles of public life (the Nolan Principles) apply to anyone who works as a public office-holder. This includes people who are elected or appointed to public office, nationally and locally, and all people appointed to work in:
 - The civil service
 - Local government
 - The police
 - The courts and probation services
 - Non-departmental public bodies
 - Health, education, social and care services

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.



Conflicts of Interest

Holders of public office are expected to adhere and uphold the Seven Principles of Public Life and the Code of Conduct for Board Members of Public Bodies. Before you apply you should consider carefully:

- any outside interests that you may have, such as shares you may hold in a company providing services to government;
- any possible reputational issues arising from your past actions or public statements that you have made;
- and/or - any political roles you hold or political campaigns you have supported; which may call into question your ability to do the role you are applying for.

You will need to answer relevant questions in relation to these points when making an application. Many conflicts of interest can be satisfactorily resolved and declaring a potential conflict does not prevent you from being interviewed. If you are shortlisted for an interview, the panel will discuss any potential conflicts with you during that interview, including any proposals you may have to mitigate them and record that in their advice to ministers. Alongside your own declaration, we will conduct appropriate checks, as part of which we will consider anything in the public domain related to your conduct or professional capacity. This may include searches of previous public statements and social media, blogs or any other publicly available information. The successful candidate(s) may be required to give up any conflicting interests and their other business and financial interests may be published in line with organisational policies.

Details of declared political activity will be published when the appointment is announced, as required by the Governance Code (political activity is not a bar to appointment, but must be declared).

Stock engineering image licenced
by UK Research and Innovation.





Terms of Appointment

Term Length: 5 years

Remuneration: £33,800, based on an expected commitment of one day per week.

Board meetings take place bi-monthly in Swindon and London. On occasion they will take place at other locations across the UK.

UKRI's registered address is Polaris House, Swindon, SN2 1FL.

Timescales and Selection

Please note that these dates are only indicative at this stage and could be subject to change.

Stage	Timescale
Application closing date	Sunday 11 th January 2026
Shortlisting	Mid-Late January
Panel Interviews	February





How to Apply

UKRI has engaged the services of Perrett Laver to assist with the appointment process for the Chair. The closing date for applications is **23.59 GMT on Sunday 11th January 2026**. For more information, please visit the Perrett Laver website at <https://plusportal.perrettlaver.com/>, quoting reference **8165**.

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. If you wish to discuss this role further in confidence, please contact Devin Dattan on Devin.Dattan@perrettlaver.com.

Please also complete a Diversity Monitoring Form as part of your application at this link: <https://apply-for-public.appointment.service.gov.uk/roles/9050>. On following the link, you will be asked to set up an account and provide your equality and outside interests information. **Your application will not be considered without this.**

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.

Thank you for taking the time and effort to apply for this role. All data is processed accordance with the provisions of the Data Protection Act.

UKRI is committed to equality, diversity and inclusion and welcomes applications from all. Applications from women, those with a disability, and members of minority ethnic groups, who are currently under-represented at senior levels in some sectors of the research and innovation community, are therefore especially encouraged. UKRI is a Disability Confident Employer.

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/>.



Stock image of architecture/buildings
licenced by UK Research and Innovation



AMERICAS ASIA PACIFIC EMEA

One, Embassy Gardens
Viaduct Gardens
Nine Elms
London
SW11 7BW

perrettlaver.com