

CANDIDATE BRIEF

Chief Executive Officer (CEO), National Alternative Protein Innovation Centre, (NAPIC), Faculty of Environment



Salary: Grade 10 (competitive – circa £85k+ p.a.)

Reference: ENVFS1119

Closing date: 29 September 2024

Fixed-term appointment until 11 August 2029

We will consider job share/flexible working arrangements

Overview of the Role

Are you ready to shape the future of a dynamic, internationally leading innovation and knowledge centre in alternative protein? Are you a senior executive with the ability to think strategically to help deliver the National Protein Strategy for the UK? Do you have a successful track record in leading business engagement across the alternative protein sector?

We are looking for a CEO to join the National Alternative Protein Innovation Centre (NAPIC). NAPIC is a £38m entity (including a £15m UKRI investment) to lead the UK's alternative protein knowledge and Innovation ecosystem. NAPIC's vision is to make alternative proteins mainstream for a sustainable planet. The centre is led by the Universities of Leeds, Sheffield, Imperial College London and the James Hutton Institute, in collaboration with over 100 national and international partners. NAPIC is a cohesive pan-UK centre poised to revolutionise the UK's agri-food sector by harnessing our world-leading science base through a co-created alternative protein strategy across the Discovery → Innovation → Commercialisation pipeline to support the transition to a sustainable, high growth, blended protein bioeconomy. NAPIC features four integrated activity streams: research to address innovation challenges; a national alternative protein knowledge base; workforce of the future; and accessible Innovation facilities.

NAPIC is currently undergoing an exciting investment in a number of senior roles across the four leading organisations. As the CEO located at the University of Leeds, you will act as the senior Executive, Chair the Executive Management Board of NAPIC and report to the Deputy Vice-Chancellor: Research and Innovation, University of Leeds. Working in close partnership with members of the Executive Management Board and other senior external stakeholders from industry and academia, you will lead a wide range of operational and strategic initiatives. You will be an experienced senior level leader, with a background in a scientific discipline (ideally interdisciplinary with an appreciation of natural, physical and social sciences), who creates a successful interface between NAPIC partners (government and industry), and builds strong long-lasting links with strategic partnership to deliver NAPIC's longer term financial sustainability. Your approach will be considerate, open, persuasive and engaging, bringing key stakeholders along with you, ensuring strategic alignment and delivering the objectives. You will understand the impact of customer relationship management, building relationships and wider engagement are important aspects of the role.



You will be a strategic thinker and senior Research and Development (R&D) leader who has a proven track record of senior management and strategic development in alternative protein or allied sector that deliver products and services to market. You will have a robust understanding of strategic business functions required to bring a intellectual property and high value scientific propositions to market.

Main duties and responsibilities

Working in concert with the Executive Management Board, your main duties will include:

Strategic Leadership for NAPIC

- Setting the NAPIC strategic vision, priorities, values, culture, and implementing the innovation-to-commercialisation business plan; ensuring the NAPIC is fit for the future.
- Deliver ambitious growth targets, including plans to grow and diversify sources of commercial income to achieve agreed NAPIC KPIs.
- Provide empowering leadership and instil an enterprise culture for NAPIC's long term financial sustainability.
- Chair the Executive Management Board (EMB) overseeing implementation of the NAPIC 5-year strategy and delivery of key strategic short term and long-term decisions to drive NAPIC growth.
- Lead NAPIC's Extended Leadership Teams *i.e.* Industrial Advisory Board (IAB) and the International Scientific Engagement Board (ISEB) in order to establish close and effective working relationships with NAPIC's Non-Executive Board.
- Provide executive reporting of NAPIC performance against KPIs and budgets, including responsibility for ensuring all formal funder reporting requirements are achieved.

Management of NAPIC's Research and Development portfolio and teams

- Develop a robust operational plan for the implementation of NAPIC projects and initiatives that aligns and delivers against strategic, business and economic objectives and deliver value creation for all partners.
- Drive success by overseeing the mapping of activities and evolving landscape in the alternative protein sector to develop an agile strategic plan to refine and market the NAPIC offering in line with evolving sectoral demands.
- Overall line management responsibility of operational teams including setting and review of performance objectives for the Operational Director.



- Responsible for building an effective NAPIC operational team and supporting ongoing capability and skills development.
- Drive success by championing translation of NAPIC's intellectual property portfolios for economic growth by creating seamless gateways with investors and industry development partners (e.g. spin outs, joint ventures and licensing).

Stakeholder engagement and lead generation

- Lead NAPIC's stakeholder strategy, particularly in relation to engaging proactively with key stakeholders such as government at local, regional and national scale, industry (start-ups, SMEs and larger Corporates), research partners (incl. universities, catapults, etc.), the media, and other external stakeholders in the UK and internationally.
- Develop a Business Engagement Plan to identify, evaluate and establish new relationships with potential partners across multiple industry sectors.
- Be the inspiring ambassador and spokesperson of NAPIC ensuring wide recognition of the NAPIC brand and expertise regionally, nationally and globally.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.



Qualifications and skills

As NAPIC CEO, you will have:

- A PhD or equivalent qualification or experience in a scientific discipline;
- Extensive experience of senior organisational leadership R&D in a large, complex and multifaceted organisation;
- Highly developed emotional intelligence, political awareness and flexibility, with the ability to lead an innovation centre in a matrix management environment;
- Experience of working as part of a senior leadership team to provide organisational stewardship, collectively ensuring all organisational services are complementary and the needs of all external and internal stakeholders are understood;
- Proven ability to translate strategic vision into reality at national scale, and to grasp complex policy, political and operational issues whilst making considered and high-level decisions;
- The ability to work collaboratively at a senior level, with evidence of successfully developing and maintaining effective working relationships with a wide range of internal and external partners and stakeholders, including relevant industry networks (food, feed, ingredients, biotech, agritech);
- Sound understanding of different pathways for translating research and the barriers to success for commercialisation;
- A detailed understanding of the elements of complex negotiation and deal-making, Intellectual Property and contractual requirements;
- Experience of delivering ambitious growth targets in a complex project with multiple stakeholders with competing interests;
- Excellent communication skills at all levels, including the ability to communicate with conviction the mission, vision and outcomes to stakeholders and be an advocate for the wider societal benefits and impact of an organisation;
- An extensive grasp of equality, diversity and inclusion principles and practices;
- Proven ability to work confidently and assertively with a range of executive and senior stakeholders, using highly effective coaching, highly developed negotiation, communication and influencing skills to achieve successful outcomes;
- Extensive experience and expert knowledge in funding, regulation, organisation and delivery of all types of research and innovation in the UK gained in the food sciences or agricultural industry and/or allied non-commercial research organisations.



You may also have:

- Experience of working as a senior executive in a scientific research centre or higher education;
- Experience in bringing significant investments from private and public sector.

How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Your application should include the following:

- A statement addressing the criteria (under 'Qualifications and skills') and evidencing how you believe your existing knowledge and experience equips you to carry out the role;
- Your curriculum vitae giving full details of qualifications and experience.

Contact information

To explore the post further or for any queries you may have, please contact:

Professor Anwasha Sarkar, Professor of Colloids and Surfaces

Email: a.sarkar@leeds.ac.uk

Andy Duley, Director of Commercialisation

Email: a.j.m.duley@leeds.ac.uk

Additional information

Please note: If you are not a British or Irish citizen, from 1 January 2021 you will require permission to work in the UK. This will normally be in the form of a visa but, if you are an EEA/Swiss citizen and resident in the UK before 31 December 2020, this may be your passport or status under the EU Settlement Scheme.

Please note that this post may be suitable for sponsorship under the Skilled Worker visa route but first-time applicants might need to qualify for salary concessions. For more information please visit: www.gov.uk/skilled-worker-visa.



For research and academic posts, we will consider eligibility under the Global Talent visa. For more information please visit: <https://www.gov.uk/global-talent>.

Find out more about the [Faculty of Environment](#).

Find out more about the [School of Food Science and Nutrition](#).

Find out more about [Equality and Inclusion](#) in the Faculty.

A diverse workforce

The Faculty of Environment has received a prestigious Athena SWAN silver award from [Advance HE](#), the national body that promotes equality in the higher education sector. This award represents the combined efforts of all schools in the Faculty and shows the positive actions we have taken to ensure that our policies, processes and ethos all promote an equal and inclusive environment for work and study.

Working at Leeds

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at hr@leeds.ac.uk.

Criminal Record Information Rehabilitation of Offenders Act 1974

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

