

JOB DESCRIPTION			
Job title	Senior Researcher (maternity cover)	Department	Research & Policy, Nuffield Council on Bioethics
Job holder		Reports to	Research & Policy Manager
Job type	12-month fixed term contract, full-time hours	Date created:	June 2026
Job aim	<p>The role is responsible for leading on the design, development and delivery of significant, complex and/or time-sensitive research and policy projects associated with NCOB priority areas and responsive research.</p> <p>The main focus of this role will be working on projects under the Mind & Brain priority area work programme, specifically on neural organoids and neurotechnologies, but they may be required to work on other projects and policy areas as necessary.</p> <p>The role-holder will act as an expert on their policy portfolio within the NCOB and be responsible for significant elements of project-specific research, drafting and delivery, alongside stakeholder management, outreach and impact.</p>		
Resources/organisation relationships	<p>Staff reporting to this post: none</p> <p>Budget: may be required to take responsibility for monitoring costs.</p>		
Responsibilities (including but not limited to):			
1. Strategic development and research management			
	<ul style="list-style-type: none"> • Develop and manage research projects aimed at supporting the objectives of NCOB priority areas and other specific projects. • Contribute to and support the development and implementation of NCOB's strategic priorities or positions for the directorate. • Conduct research and policy work with a high degree of autonomy and with minimal supervisory oversight and input from line manager, with responsibility for delivering outputs. • Work collaboratively with other teammates including fellow researchers and comms and public affairs colleagues. Regularly update management and team on work milestones, progress, and reach out proactively to address any challenges or problems encountered. • Conduct research analysis and translation for policy, regulatory and general-purpose audiences, writing in different ways that are tailored to the audience in question. • Manage the work of researchers (as required), external collaborators, and consultants, providing constructive feedback, without extensive oversight. • Identify and manage partnerships and coalitions as relevant associated with the delivery of projects under the Mind & Brain work programme and its outputs. • Evaluate success of influencing and identify lessons for strategy development and the wider team. 		

2. Communications and public affairs

- Draft and edit papers, briefings, reports, blogs, guidance and other resources for different audiences, including government, regulators, policy and research experts, including conversational content relating to the Mind & Brain work programme.
- Lead on drafting selected outputs within own portfolio, producing high quality, publishable content with minimal input from management before sign off. When working with researchers, closely supervise and edit input.
- Work with communications and public affairs colleagues to define and deploy communications strategies for key priorities, across various media and for parliamentary audiences. See outputs through from inception to publication and evaluation.
- Exercise thought leadership and speak publicly on behalf of the NCOB in private and public forums.

3. Strategic engagement and networking

- Build trusted relationships with relevant policy actors and organisations, research partners, academia and industry in the UK and internationally.
- Design, facilitate and attend meetings, workshops and events to promote the NCOB's work, priorities and values and achieve strategic impact, without extensive oversight or input.
- Sit on advisory groups, attend and contribute at standing meetings on behalf of the NCOB.
- Organise and effectively deliver a range of engagement activities.
- Act as a trusted ambassador for NCOB's mission and vision with the ability to represent at external conferences, organisations and events.
- Develop and share expertise and relationships on issues related to policy areas within portfolio.
- Connect across the wider Nuffield Foundation, identifying and building links in particular with relevant staff in other research centres.
- Participate in (and lead on where appropriate) relevant policy and public facing work, ensuring bioethical and public perspectives are used to shape policy and practice at an early stage.

4. Resource and people management

- Project manage across assigned substantive domains, working with members of the wider team (including the Senior Leadership Team) on projects falling within the Senior Researcher's remit.
- Line management as required, and matrix-style management of junior staff members where appropriate, providing mentorship and project oversight.
- Act as a role model for the NCOB's culture and values.

6. Other

- Contribute to NCOB workstreams and initiatives that support the delivery of the wider Nuffield Foundation's Equity, Diversity and Inclusion Action Plan.
- The above list of key responsibilities (and associated activities) is not exhaustive. It will be necessary to carry out other work within the scope of the role, as reasonably requested.

PERSON SPECIFICATION	Essential (E), Highly Desirable (HD) or Desirable (D)
Experience	
Knowledge and understanding of the practical and ethical issues relating to emerging biotechnologies and neuroscientific advances in a UK context.	E
Demonstrable experience of successful design and delivery of desk-based and qualitative research, using a range of methods.	E
Demonstrable experience of managing research projects from inception to completion, involving multiple stakeholders and communicating findings to a range of audiences.	E
Experience working in the public sector, policy or law (from industry, charitable or civil society organisations, international non-governmental organisations (NGOs), think tanks or learned societies).	HD
Experience of policy analysis, legal analysis, or development of standards/guidance.	HD
People management experience, or experience managing the performance of others.	D
Skills and abilities	
Excellent research skills across a range of methods.	E
Excellent drafting, editorial, synthesis and analysis skills.	E
Excellent organisational and administration skills.	E
Excellent project management and resourcing skills.	E
Ability to work with a diverse range of stakeholders in a professional and collaborative way, treating external partners with respect, and being highly communicative and responsive to their needs.	E
Ability to plan and execute an ambitious but achievable agenda with high impact.	E
Skills to manage people, relationships and networks effectively and with care.	E
Ability to take an active role in contributing to the NCOB's strategy, internal culture development and organisational growth.	E
Ability to work collaboratively with other teammates, including fellow researchers and members of cross-functional teams.	E
Ability to communicate complex topics and research clearly to a range of audiences through a range of media, working with communications and public affairs colleagues in the development of outputs, communications plans, and parliamentary engagement.	E
Ability to act as a trusted ambassador for the NCOB's mission, vision and work to external conferences, organisations, events without extensive oversight.	E
Personal qualities	
Demonstrable enthusiasm for bioethical issues and their wider implications on society, as well as the policy, scientific, regulatory and legal impacts of developments in bioscience and health.	E
Willingness to learn, engage constructively with and reflect on perspectives that diverge from one's own.	E

Commitment to reflective practice, regularly seeking and taking on board feedback from management and team members in a positive and constructive manner.	E
Commitment to, and ability to promote, the Nuffield Foundation's purpose, mission and values and understanding of the wider charitable funding, social policy and practice and research environment.	E
Enthusiasm and ability to embed EDI principles into work.	E
Demonstrable commitment to the Nuffield Council on Bioethics' values.	E
Demonstrable strategic and tactical thinking, with a good antenna for impact, able to spot opportunities, gaps and positioning, weighing short-term and long-term ambitions for the organisation.	E