

<b>JOB DESCRIPTION</b>			
<b>Job title</b>	<b>Research and Policy Lead (experimental governance)</b>	<b>Department</b>	<b>Nuffield Council on Bioethics/Nuffield Foundation</b>
<b>Job holder</b>	Vacant	<b>Reports to</b>	Director, NCOB ( <i>with dotted line to Executive Director of Strategy, Governance and Engagement, Nuffield Foundation</i> )
<b>Job type</b>	Fixed-term contract (12 months), full time	<b>Date created</b>	June 2026
<b>Job aim</b>	<p>The Research and Policy Lead (experimental governance) is responsible for scoping, developing and embedding a new programme of work across the Nuffield Council on Bioethics (NCOB), Ada Lovelace Institute and Nuffield Foundation. This programme centres on a shared interest the three organisations have in identifying what is needed to ensure <a href="#">developments in science and technology work for people and society</a>, particularly concerning options for future regulatory frameworks. There will be a thought leadership and grant assessment element to the role.</p> <p>This role will also build upon insights gathered across the NCOB’s networks to identify when and how ethics can be meaningfully incorporated into experimental governance initiatives such as sandboxes and anticipatory frameworks.</p>		
<b>Resources</b>	This position does not have line management or budgetary responsibility.		
<b>Responsibilities</b> , including but not limited to:			
<b>1. Nuffield Foundation-wide strategy and thought leadership</b>			
	<ul style="list-style-type: none"> <li>• Work with colleagues across the NCOB, Nuffield Foundation and Ada Lovelace Institute to further refine and communicate our areas of interest in the ‘science, technology and society’ part of our strategy – especially but not exclusively when it comes to future regulation and governance.</li> <li>• Draw links with other areas of our strategy, for example on fairness, inclusiveness and trust in institutions.</li> <li>• Act as a point of expertise and co-ordination for the assessment of a small number of incoming grant applications on science and technology themes, drawing in advice from other colleagues.</li> </ul>		
<b>2. Programme development – experimental governance</b>			
	<ul style="list-style-type: none"> <li>• Work with colleagues across the Nuffield Foundation to develop an approach to how ethical and societal considerations can be meaningfully embedded</li> </ul>		

	<p>into experimental governance initiatives the UK Government is considering within its ambition to create a more agile regulatory ecosystem.</p> <ul style="list-style-type: none"> <li>• Build upon insights gathered to identify which experimental governance initiatives are receiving most traction across the UK Government, and where the NCOB could have a unique offer within their development, testing and implementation.</li> <li>• Map, establish and build key relationships with relevant teams and decision-makers in order to position the NCOB and wider Nuffield family as reputable organisations with key expertise in how agile governance can support a thriving science ecosystem, and equitable and fair innovation.</li> <li>• Scope and consider international comparatives and so where research the NCOB generates could be of value to wider audiences beyond the UK.</li> </ul>
<p><b>3. Research and analysis</b></p>	
	<ul style="list-style-type: none"> <li>• Identify and monitor useful sources to keep abreast of relevant emerging issues and trends in the Government’s ambition to develop and embed agility into the UK’s regulatory ecosystem.</li> <li>• Work across and with relevant teams to research and develop practical mechanisms for into preferred frameworks and approached (i.e. regulatory sandboxes).</li> <li>• Conduct research, gather information and analyse data across a variety of disciplines.</li> <li>• Identify, engage and manage collaborators, consultants, and research and policy partnerships, as required.</li> <li>• Analyse and present evidence and insights in an engaging, impactful way.</li> </ul>
<p><b>4. Engagement</b></p>	
	<ul style="list-style-type: none"> <li>• Working with our communications teams, draft and edit papers, reports, blogs and other resources relating to the programme of work on anticipatory governance, but also more broadly on Nuffield interests in science and technology.</li> <li>• Represent the NCOB and Nuffield externally as required and appropriate.</li> <li>• Design, facilitate and attend meetings, workshops and events with a view to raising the profile of the NCOB’s and Nuffield work in the research and policy areas leading on and achieving policy influence and impact.</li> </ul>
<p><b>5. Resourcing</b></p>	
	<ul style="list-style-type: none"> <li>• In collaboration with the Nuffield Senior Leadership Team, shepherd and execute funding and partnership agreements with external partners, as required.</li> </ul>
<p><b>6. Other</b></p>	
	<ul style="list-style-type: none"> <li>• Contribute to NCOB’s workstreams and initiatives that support the delivery of the wider Nuffield Foundation’s Equity, Diversity and Inclusion Action Plan.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• The NCOB is a relatively small team, and colleagues work flexibly. The above list of key responsibilities (and associated activities) is not exhaustive and may evolve over time. It may be necessary to carry out other work within the scope of the role, as reasonably requested.</li></ul> |
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<b>Person specification</b>	Essential (E), Highly Desirable (HD) or Desirable (D)
<b>Skills and Experience</b>	
Experience and expertise of UK governance and regulatory approaches	E
Experience of undertaking and working with primary and secondary research	E
Experience working on issues of biomedicine, biotech and health policy and/or its impact on society.	E
Excellent editorial, synthesis and analysis skills.	E
Experience working within a public sector or public service, or experience undertaking research or seeking to influence public sector practice or policy (from industry, charitable or civil society organisations, international non-governmental organisations (NGOs), think tanks or learned societies).	E
Clear and persuasive communications, written and spoken.	E
Experience contributing to the design and planning of policy/influencing strategy.	E
Experience of working on public sector reform or delivery relating to health or life sciences.	HD
Experience of writing on complex topics for different audiences, including general ones.	HD
Experience doing fieldwork, research or data collection at the intersection of technology and society.	D
<b>Leadership and People Management</b>	
Experience of working with a diverse range of stakeholders.	E
Ability to produce and execute an ambitious but achievable agenda with high impact at pace.	E
Ability to manage people, relationships and networks efficiently and with care.	E
Experience of line management.	E
Experience in setting up and maintaining collaborations involving multiple stakeholders.	D
Experience with project or advocacy management, planning and coordination.	D
<b>Personal Qualities</b>	
A willingness to continually learn and immerse oneself in the ethical issues raised by emerging technologies	E

A keen and demonstrable interest in issues of social, public and tech issues; public sector reform; AI and data ethics; responsible research and innovation; and wider tech policy issues.	E
A commitment to equity, diversity and inclusion, and to addressing structural inequalities and injustice	E
Approaches research and project management in an organised and structured way	E
Strategic and tactical thinking, with a good political antenna, able to spot opportunities, gaps and positioning, weighing short-term and long-term ambitions for the organisation.	E
Flexible and creative, able to think outside the box.	E
Ability to speak with a non-partisan voice, reflecting the NCOB's commitment to independence, diversity, pluralistic and evidence-based positions.	E
Comfortable working at pace and with a large degree of independence.	E
Embracing a collaborative approach to research, thinking and writing.	E
Already well networked in bioethics, science or health policy sectors	HD
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
Demonstrates a commitment to the Nuffield Council on Bioethics' values	E