



Director, Institute of Infection, Immunity and Transplantation

Candidate Pack

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1. Welcome from the Executive Dean

Dear Applicant,

Thank you for your interest in joining University College London (UCL) as the next Director of the Institute of Infection, Immunity and Transplantation within the Faculty of Medical Sciences. This is an exceptional opportunity to lead one of UCL's most cohesive, dynamic, and research-intensive academic divisions.

The Institute of Infection, Immunity and Transplantation has built a reputation as a globally influential powerhouse, distinguished by the breadth and depth of its scientific achievements, the strength of its collaborative culture, and its sustained contributions to advancing understanding of the immune system in health and disease. With 40 principal investigators alongside and a thriving community of early-career researchers the Institute is an intellectually vibrant environment that produces innovative and impactful research of an exceptionally high calibre.

Our facilities are state of the art, and support activity across a broad range of academic fields delivered by world-class basic, applied, clinical and translational scientists. The Institute is integrated with UCL's wider biomedical ecosystem, benefitting from close partnerships with our NHS trusts, affiliated institutes, and internationally-leading research centres.

Although our teaching portfolio is relatively compact, it is highly specialised, research led, and impactful - designed to inspire the next generation of scientists and clinical academics. With approximately 100 students, the Institute is able to offer a personalised and enriching educational environment that reflects the excellence and rigour of UCL's academic standards.

If you are inspired by the prospect of leading an outstanding Institute with a strong legacy and an ambitious future, I would be delighted to receive your application. Thank you for considering joining the Faculty of Medical Sciences at UCL.

With best wishes,

Professor Emma Morris
Executive Dean, Faculty of Medical Sciences
University College London



2. Introduction

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to admit women on equal terms with men. That pioneering and inclusive spirit continues to shape our institution today.

With over 51,000 students and 18,000 staff from more than 150 countries, UCL is consistently ranked among the top ten universities globally. We champion innovation, creativity, and cross-disciplinary collaboration in both teaching and research, and our community is tackling some of the most pressing challenges of our time—from advancing dementia and cancer research, to shaping global policy, and ensuring the ethical development of artificial intelligence.

As one of the world's leading multidisciplinary universities, UCL is committed to excellence, global understanding, and real-world impact across research, education, enterprise, and community engagement. We foster a values-based, empowering environment where academic insight and pioneering thinking can thrive.

UCL is now seeking to appoint an outstanding Director to lead the Institute of Infection, Immunity and Transplantation, one of our most vibrant, research-intensive and internationally influential academic communities. The Director will provide strategic leadership and work closely with colleagues across the Faculty of Medical Sciences to advance the Institute's scientific ambitions, strengthen its clinical and translational impact, and contribute to the delivery of UCL's strategic objectives in alignment with the [UCL Strategic Plan 2022-2027](#).

We actively encourage applications from individuals who bring diverse experiences and perspectives to leadership. Our people are our greatest asset, and we are proud to foster a culture of mutual respect, collaboration, and innovation.





3. UCL Faculty of Medical Sciences

At UCL, students benefit from pioneering research, best-in-class academics and clinicians, cutting-edge facilities, world-renowned partner hospitals and institutions, and its location in the world's most global city. This unique combination makes UCL one of the best places in the world to undertake medical education.

The FMS is the most clinically facing Faculty at UCL and is at the forefront of innovation and research in the medical sciences. Our mission is to target and address the unmet health needs which negatively impact individuals and societies worldwide.

We are dedicated to ensuring our innovative research translates into real-world solutions that improve lives, ranging from tackling the health risks linked to obesity to improving therapies for cancer patients. Our research scientists and academic clinicians provide our students with the highest quality of education and training to inspire the next generation of exceptional scientists, clinicians, and global leaders.

There are more than 4,000 students and 1,459 members of staff in the Faculty, of whom one quarter are professional services staff and three quarters are academic, teaching, and research staff.

Many of our students and staff are actively engaged in supporting local communities and school students, for example our Target Medicine scheme is committed to widening participation to ensure those with the ability, regardless of their background, will have the opportunity to apply for and succeed in higher education.

4. The Institute

The Institute of Infection, Immunity and Transplantation (IIIT) brings together UCL's internationally recognised excellence in infectious diseases, immunology, and translational medicine. The IIIT unites fundamental discovery science with clinical expertise to address some of the most urgent challenges in global health.

Overview

Based at the £62m Pears Building in Hampstead, London, the Institute comprises approximately 40 academic and teaching staff, 14 professional services and technician staff, and around 100 honorary staff. Many staff members hold joint appointments with University College London Hospitals NHS Foundation Trust (UCLH), the Royal Free London NHS Trust, or are seconded to partner institutes such as the Francis Crick Institute.

IIIT Annual turnover is approximately £35M, primarily from research income, tuition fees, and government grants. Active research projects total approximately £70M, supported by leading medical charities, government research councils, and philanthropic donors.

Our research and teaching expertise is focused on understanding how pathogens evolve and interact with the immune system, and on using those insights to develop vaccination strategies for infectious and immune diseases, cell and gene therapies for cancer and chronic infections, and tolerance-inducing therapies for transplant and autoimmune conditions.

We offer leading undergraduate and postgraduate degree programmes in infection, immunology, microbiology, and virology. Student feedback for teaching is consistently excellent, including a 100% overall satisfaction score in the most recent Postgraduate Taught Education Survey (PTES) survey, with top ratings for Teaching and Learning.





Research Excellence

The Institute secures major funding from bodies such as the Higher Education Funding Council for England and the Wellcome Trust. Active research projects total approximately £70M, supported by leading medical charities, government research councils, and philanthropic donors. The research community includes 40 Principal Investigators, comprising 25 Professors and 9 Associate Professors. The Institute also hosts the Africa Health Research Institute (AHRI), led by Professor Willem Hanekom, which operates across campuses in KwaZulu-Natal, South Africa.

Teaching Excellence

The Institute maintains a strong commitment to research-based education. Academic staff contribute through module leadership, lecturing, and assessment. Teaching quality consistently receives excellent feedback, including a 100% overall satisfaction score in the most recent PTES survey, with top ratings for Teaching and Learning. Programmes and modules are closely informed by cutting-edge research and clinical practice, ensuring teaching reflects current scientific developments.

Equality, Diversity & Inclusion

The Institute fosters an inclusive, supportive environment that values teamwork and recognises individual strengths. It is committed to career advancement for all staff and maintaining a family-friendly culture. The Institute holds an Athena Swan Silver Award and prioritises mentoring to support career progression. It upholds UCL's "Dignity at Work" policy, maintains a zero-tolerance approach to unacceptable behaviour, and actively supports Wellbeing@UCL through its Wellbeing Champions.

Environmental Sustainability

The Institute is committed to sustainable operations and implements UCL's sustainability policies at departmental and institute levels. Further information on initiatives is available on the UCL Institute of Infection, Immunity and Transplantation website.

5. Role Description

Main Purpose of the Role

The Director of IIIT reports directly to the Executive Dean of Faculty and is responsible for all staff and students within the Institute. In addition, the Director is responsible to the Council of UCL, via the Executive Dean of the Faculty, and ultimately the President and Provost, for the leadership, management and organisation of the Division.

The main purpose of the role of is:

- To recruit, nurture and develop academic talent, recognising and developing excellence in research, education and enterprise.
- To steward the academic mission of the Institute's disciplines, developing and promoting cross-disciplinary collaboration in research, education and external engagement.
- To provide internal and external representation for the Institute to best represent its strengths and strategic priorities.
- To ensure a collegial, professional and inclusive workplace culture and environment in line with UCL values.
- To ensure consistent and excellent student experience and education.
- To proactively contribute to the delivery of Institute, Faculty and UCL strategy
- To strategically manage IIIT finances, ensuring budget development, implementation, and monitoring through appropriate delegation and oversight.

The Director of IIIT will have a number of key working relationships including staff and students within the Division; Faculty Executive Dean, Faculty Director of Operations; Departmental Manager; Finance and HR Business Partners; Director of Education & Student Experience; Faculty Vice-Deans; Professional Services (e.g. Research Innovation Services, Innovation & Enterprise, Registry); peers across the Departments of the Faculty and UCL (e.g. Academic Leadership Group), external funding agencies, industrial, and institutional partners.



Duties and Responsibilities

Key Responsibilities and Accountabilities

- To create and lead an inspiring team environment that champions UCL's values and creates a positive staff and student experience.
- To enable the IIIT to achieve its academic mission, with academic freedom as a foundation for meaningful and high-quality academic research and teaching.
- To act as a champion, ambassador, and advocate for the IIIT and the Faculty, both within the institution and with other external stakeholders.
- To develop and maintain effective strategic alliances with relevant organisations and working relationships with key senior internal and external partners.
- To lead the implementation of the UCL Strategic Plan, alongside Faculty and IIIT strategic priorities.
- To actively work in partnership with the Executive Dean and other faculty heads of department in the strategic management of the faculty.
- To proactively engage and contribute to the strategic management of UCL as a member of the Provost's Academic Leadership Group.
- To champion and lead institutional change initiatives within the IIIT, ensuring positive impact on teaching, research, student life, and professional service staff engagement.
- To be accountable for academic matters, including strategic developments, research initiatives and research funding bids, REF, KEF and TEF submissions, and NSS performance.

Management

- To be responsible for the effective management and performance of staff within the IIIT.
- Together with the Departmental Manager, devise and maintain the Institute's organisational and operational structures.
- To work with academic and professional services managers, and delegate where necessary, to ensure that all staff within the department are well managed and motivated and have opportunities for development and progression.
- To pro-actively identify academic talent in relation to research and teaching, and ensure the retention of high performing staff.
- In consultation with the Executive Dean of Faculty, to lead on the development of business cases, for example the development of new degree programmes and acquisition of new space.
- To participate in appointments to all academic positions within the IIIT and advise the Dean on academic senior promotions.
- Working with the Dean of Faculty, to take responsibility for the overall planning and implementation of the IIIT's budget.
- To lead on the development of the integrated planning activity for the IIIT and contribute to the development of the Faculty Strategic Plan.



Duties and Responsibilities (continued)

Education and Student Experience

- To ensure that the IIIT continues to deliver a suite of academically excellent, viable, and competitive degree programmes at all levels.
- In liaison with the Vice-Dean, to ensure a consistently excellent student experience.
- To ensure that the IIIT provides a supportive and positive student experience, in which students are supported in their learning and development and have a positive experience studying at UCL.
- To ensure that the IIIT engages with students in the design and review of its curriculum and student experience offer.

Equality and Inclusion

- Develop a culture that values our staff and delivers equality and diversity outcomes.
- To act day-to-day as a role model, visible champion and advocate for UCL's strategic objectives in equality and diversity.
- To be a visible champion for the IIIT's local activities, using data to improve equality, diversity and inclusion.

Research, Innovation, Enterprise, Knowledge Exchange and Advancement

- To champion research and innovation in the IIIT, fostering cross-disciplinary research across the Institute, Faculty and UCL.
- Alongside the Vice-Dean, to ensure that the IIIT's academic vision is in line with the Faculty's research and innovation strategy.
- In liaison with the Vice-Dean, to ensure provision of and support for Continuous Professional Development, Knowledge Exchange, and Enterprise activities.
- To engage with the Office of the Vice-President (Advancement) to identify and pursue fundraising and alumni engagement opportunities, for the benefit of the IIIT, Faculty, and wider UCL community.

Communication

- To establish appropriate channels of communication within the IIIT, promoting a common sense of purpose and collegiality.
- To create a culture of open and transparent communication, ensuring mechanisms for the cascade of information within the IIIT as appropriate.



6. Person Specification

Qualifications, Skills and Experience

- Demonstrable evidence of academic leadership and a proven ability to lead, develop and motivate colleagues to achieve Departmental and Faculty goals
- Experience of leading or contributing to committees or working groups
- Demonstrable experience of managing resources and risk effectively, including budgets, staff, or estates, within the statutory and regulatory policies of the organisation
- A successfully established international research and academic profile with an outstanding publication record, evidence of grant capture, and demonstrable excellence in education/teaching

Skills and Abilities

- Ability to demonstrate effective negotiation skills to work with and through others
- Outstanding written and oral communication, interpersonal and negotiation, influencing and relationship building skills; An ability to adapt communication style to meet the needs of the audience and message
- Ability to contribute effectively to UCL strategy and to promote UCL values and objectives both internally and externally

Leadership and Management

- The ability to lead, inspire others, and create a positive team environment
- A proven capacity to spot, create, and seize opportunities for development
- Decisiveness and a results orientation, with an ability to encourage participation, responsibility and accountability
- A collegial and inclusive approach to management and a commitment to good internal and external communication
- Good planning skills, analytical, and problem-solving skills
- The ability to build positive relationships with colleagues, students, and external organisations
- The ability to be persuasive and advocate promoting a positive image of the Department and enhancing its representation
- Good listening, influencing and advocacy skills

7. Equality, Diversity and Inclusion

EDI at the Faculty of Medical Sciences

At the UCL Faculty of Medical Sciences, equality, diversity and inclusion (EDI) are central to our ethos. We believe that everyone in our community has a role to play in fostering a culture of belonging, respect and inclusion.

Our Commitment

We are committed to acknowledging, understanding and tackling structural inequities and unjust social power imbalances that affect our students, staff and wider community. Our work is guided by a clear vision: an engaged and educated faculty, with reduced inequalities and an inclusive culture for all.

Our six pillars

Fulfilling our vision rests upon six pillars which enable effective EDI progress and ensure we reach our desired outcomes:

1. Establishing strong leadership and governance.
2. Engaging all staff and students in improving Faculty culture.
3. Being a beacon of good practice: advancing, sharing and adopting best practice in EDI.
4. Reducing existing inequalities in admissions, support and participation and awards for all students.
5. Reducing existing inequalities in recruitment, access to career development opportunities and progression for all staff.
6. Championing a culture of belonging, accessibility and inclusion for all identities.

Learn more about our work in [Equality, Diversity and Inclusion](#).

UCL EDI Statement

As London's Global University, UCL knows that diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong. We particularly encourage applications from candidates underrepresented in UCL's workforce, including those from Black, Asian and ethnic minority backgrounds, disabled people, and – for Grade 9 and 10 roles – women.

Applicants are encouraged to familiarise themselves with UCL's policies on the [Prevention of Bullying, Harassment and Sexual Misconduct](#) and [Personal Relationships](#).



8. Rewards and Benefits

In addition to a competitive salary, commensurate with the seniority of the appointment, we also offer a comprehensive benefits package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, and an Employee Assistance Programme.

Highlights

- A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays. Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year.
- From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave.
- A one-term gender equality sabbatical for academics returning from parental leave – to catch up on their research without teaching load.
- An excellent pension scheme (USS).
- A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered.
- Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance.
- Season ticket loans, a cycle scheme and an [electrical vehicle car salary sacrifice scheme](#).



9. Appointment Details and How to Apply

How to Apply

UCL has appointed WittKieffer, an executive search agency, to assist with this appointment (www.wittkieffer.com)

Applications should consist of:

- An up-to-date Curriculum Vitae with key responsibilities and achievements.
- A Supporting Statement (ideally no longer than two pages) explaining how your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to criteria in the Person Specification.

Applications should be sent directly to Gordon Drummond at gdrummond@wittkieffer.com

Recruitment Timeline

The deadline for receipt of applications is noon on **Friday, 10th April 2026**.

Final stage interviews will be held mid June with candidate visits scheduled to take place in the two weeks prior.

Accessibility Statement

We are committed to ensuring that anyone can access our application processes. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us on pmcclellan@wittkieffer.com



