



Candidate brief for the position of Director Edinburgh Science

Home to Edinburgh Science Festival,
Generation Science, Careers Hive, Climate Co-
Labs and international projects





About Edinburgh Science

Edinburgh Science is an international educational charity focused on engaging audiences with science, technology, engineering and mathematics (STEM). It is best known for organising Edinburgh's annual Science Festival – the world's first international public celebration of science and technology as a festival and still one of Europe's largest – as well as their science education outreach programmes, Generation Science and Careers Hive, their community engagement work, climate change initiatives and international projects.

Its mission is to inspire, encourage and challenge people of all ages and backgrounds to explore and understand the world around them. Through its wholly owned subsidiary, Edinburgh Science Worldwide, it organises education events and Festivals around the globe; it is well established in the Middle East and has had or has contracts in China, India, continental Europe and the USA.

As leaders in the field of Science Engagement, Edinburgh Science work year-round to create and deliver dynamic hands-on workshops and exhibitions and inspirational shows, discussions, debates and performances that continually push the boundaries of public engagement with science.

Communication and engagement are at the core of all its work and they strive to ensure that this is embedded in all aspects of the organisation. The strategy for the next five years has significant growth ambition across all programmes that they operate, and the exploration of new opportunities. For more information please visit <https://www.sciencefestival.co.uk/>

Pisces by USA artist Jason Hackenwerth in the National Museum of Scotland, Edinburgh (commissioned by Edinburgh Science Festival as part of a programme of events focused on synthetic life).

Opportunity

Edinburgh Science is seeking a new Director to lead the organisation and deliver its growth strategy in the coming years.

This is a rare and exciting opportunity to lead Edinburgh Science, an international science engagement and educational charity that started the global Science Festival movement some 30+ years ago and has played a leading role in the engagement of audiences through innovative and exciting events on the subjects of science, technology, engineering and maths (STEM), particularly opening up discussions on scientific matters of public debate.

Its vision is to place “Science at the heart of things”

Their vision is a world where the wonder and value of science and technology is recognised and celebrated as central to our lives and where organisations and individuals work together to create a bright and sustainable future.

In which:

- A scientifically aware and literate society recognises the relevance of science, technology engineering and maths (STEM) to their everyday lives.
- People are better able to make informed decisions about the science issues facing them as individuals and societies.
- Young people are inspired to consider science, technology, engineering and maths careers.



Over the next 5 years Edinburgh Science has ambitious plans to grow in impact and improve its revenue to enable further growth. In order to do this it will need to increase ticket sales, sales to schools, sponsorship and fundraising and surplus from commercial sales.

The Science Festival will continue to aim to attract c150,000 and more visitors from across Scotland, the wider UK and internationally. Plans include the expansion of programming tailored to different audiences, the expansion to include more venues and an increase in digital content which will drive more regular engagement with Edinburgh Science beyond the festival. Its provision for schools across all of Scotland will also grow.

Edinburgh Science also seeks to increase its engagement with communities taking activities and events to a wider audience beyond Edinburgh. It will continue to play a pivotal role in developing our understanding of the challenges of climate change through the expansion of its highly successful Co-Labs, NetZeroToolkit and to create training opportunities. It will expand its international activity through expanding its consultancy and event delivery in order to fulfil its mission. These will be sustainable opportunities that will help to support its core charitable aims.



The main stage at the Abu Dhabi Science festival (co-created and programmed by Edinburgh Science).

The Role

The overall purpose of the Director is to provide inspirational, effective and innovative leadership and ensure the delivery of the Edinburgh Science group's vision, values and objectives. The Director is the most senior member of staff in Edinburgh Science.

The dominant focus of the role is on creative programming, content development, commercial success, and the establishment of the right strategies, teams, capacities, skills and external partnerships to excel in this area. The organisation's success is built on the effectiveness of its events and activities to attract, engage and entertain audiences, and to deliver specific impacts with them. In a few areas, Edinburgh Science programmes to a world-class standard, maybe even sets the standard, and would expect to continue to do so. This role's purpose is to ensure this excellence is delivered. This role leads the programming alongside strong operational and commercial teams.

The Director's role also revolves around maintaining external relations with stakeholders and funders to win support and partnerships. Setting the strategic direction for the organisation, they also act as the public face of the organisation, and the primary spokesperson to for the media and external audiences.

Success will be measured by the effectiveness of its programmes with audiences, the support and projects won, to enable the organisation to thrive and deliver its recently agreed five-year strategy.

The Director will have line management responsibility for a Senior Management Team with functions such as Operations, Development, Marketing, Finance, HR and programming. The Director directly manages the creative team.

Edinburgh Science are a group of three organisations made up of the parent charity Edinburgh Science Foundation and two not-for-profit entities, Edinburgh Science Ltd which delivers most of its charitable UK activity and Edinburgh Science Worldwide Ltd which delivers its commercial work which occurs both in the UK and internationally. The Director oversees all three organisations within the group. This is a demanding role in a sector that makes considerable demands on time especially during periods of events delivery whether these are in the UK or overseas.



A full house for an evening with astronauts Tim Peake and Tim Kopra (soon after they returned from the International Space Station).

Key Accountabilities

- Strategic Leadership
- Content Development and Curation
- Event Management
- Leading People
- Stakeholder Engagement, Advocacy and Selling
- Finance, Compliance Management and effective governance
- Communications and Relationships (Internal and external)

Location

The role will be based in Edinburgh. The company does operate a hybrid model, but candidates must live within reasonable commuting distance.



The Individual

The Director role is a unique opportunity to lead an organisation dedicated to the view that science and technology are cultural activities, inspiring curiosity and engagement through creative content and engaging events. If you are a visionary leader with a passion for both science and creativity, we encourage you to apply and join the mission to make science accessible and exciting for all.

We are looking for someone with extensive expertise and flair in programming and the creation of immersive and engaging experiences that inspire and educate people of all ages. This role is an opportunity for a creative person with a talent for business and a love of science. The new Director will be passionate about widening engagement with STEM, ensuring that what Edinburgh Science delivers is relevant and accessible to all.

The ideal candidate will have an evident understanding of science and the wider STEM arena, an entrepreneurial mindset, demonstrable creative flair, excellent stakeholder management skills, and understand the need to prioritise both public/charitable and commercial aspects of Edinburgh Science's work. You will have experience of delivering projects outside the UK and you will preferably have a good and broad understanding of contemporary science and related subjects.

Qualifications, Knowledge and Experience:

- Relevant scientific qualifications and/or experience.
- Proven experience in leadership roles, either as a CEO/Director or in a senior management position.
- Experience in science content event creation, and of staging STEM engagement activities/event delivery including the following event styles: workshops, talks, exhibitions, sociable events, art works, digital formats and theatrical shows for public and school audiences.
- An understanding and appreciation of a breadth of science and technology subjects and their position and relationship within society.
- An understanding of how to take a customer and stakeholder focused approach to event design and delivery including a good understanding of evaluation of impacts.
- Proven experience of speaking for an organisation to the media, supporters and audiences.
- Proven experience in bid writing and face to face selling/negotiation to secure grants, sponsorship and commercial work.



Skills and Abilities

- An authentic and inspirational leader who is a talent magnet and able to motivate, retain, inspire, and guide a high-performing team. Providing hands-on leadership when required while focusing on leading by example in setting the organisation's pace, tone and culture.
- Strategic thinking and vision to drive the organisation in this next phase.
- Strong creative and innovative mindset to develop engaging science content.
- Financial acumen to manage budgets and seek funding opportunities.
- Effective communication and public speaking abilities.
- Skilled in stakeholder management, a well-regarded and influential leader with the flexibility to navigate Edinburgh Science's complex and diverse stakeholder landscape.

Personal Qualities

- Passionate about public engagement with STEM and its roles in society.
- Entrepreneurial, adaptable and open to new ideas and challenges.
- Visionary thinker with a commitment to diversity and inclusivity.
- High level of integrity and ethical conduct.
- Ability to work collaboratively in a dynamic and fast-paced environment.
- Intellectually curious; culturally aligned with sound business judgement and ambition.
- Tolerance of long hours during operational periods.



Search Process

Approach candidates

We will have an initial discussion with you over the phone to determine your interest and suitability for this role, and discuss a little about your background and aspirations.

Interview candidates

Once your interest and suitability has been determined we will arrange for you to meet with the Partner leading this search.

Short listing

Having met with candidates who will differ on experience, ambition and background, we will put forward a number of candidates whom we feel most meet the criteria.

Meeting our clients

Edinburgh Science will meet the candidates on the shortlist. This will give you the opportunity to really understand the role, the company culture and their expectations of you. You will more than likely have multiple meetings with key stakeholders to get a feel for the business.

Due diligence

As you will appreciate, you will have conducted due diligence on Edinburgh Science and they will expect us to do the same for the candidates who they anticipate would really bring that 'something special' to the business.

Offer and acceptance

Edinburgh Science puts together the offer which we convey to you. We will fully support you through your resignation period and beyond.

Ongoing communications

We like to maintain contact with all candidates from a search. If you have been successful in this activity we will meet with you after your first month to ensure that your expectations have been met. If you have not, we will ensure that you gain full feedback and we will maintain a relationship with you for the future.

Diversity, Equity and Inclusion

We aim to ensure that each and every stage of the search process is as inclusive as possible and we work to support Edinburgh Science in their own commitment to inclusivity.

Confidentiality

We guarantee that any approach we make to you and any discussions we have will be in the strictest confidence. Any discussions will be conducted under the terms of a formal nondisclosure agreement.



About Odgers Berndtson

Odgers Berndtson is one of the world's leading Global Executive Search firms. Our reputation for excellence and integrity has been established over 50 years driven by the client, candidate, and employee experience. We act as trusted advisors to our clients and candidates and engage with a diverse range of leaders for the most influential roles across a wide variety of industries. The service we deliver is creative, insightful, and most importantly, in partnership; we pride ourselves on maintaining personal relationships in particular with our candidates.

Candidate Charter

Talented people are our lifeblood

Whether we approach you about a specific opportunity, or you contact us to share your biography and career ambitions, we want you to have a constructive experience of engaging with Odgers Berndtson. We recognise that we have a commitment to you as well as to our client, and we undertake that our dealings with you will be professional, courteous, rigorous and honest. We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Work to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback where we can.
- Celebrate your success in the event of a successful outcome, and share any lessons in the event of disappointment.
- Take a long-term view, recognising that you have a multi-year view of your own career. Where possible, we will help you fulfil your ambitions.
- Embrace continuous improvement, for example by carrying out regular independent audits of those we shortlist for roles.

If ever you feel we have not lived up to the letter or spirit of this charter, please tell us. We want to know. Email KScrope.CEO@odgersberndtson.com.



How to Apply

Key Dates

Closing date for applications by **close of business 2nd February 2024**. Following a long list meeting of the Selection Panel, successful candidates will be invited to attend preliminary interviews with Odgers Berndtson w/c 5th and/or 12th February.

The final interview process with the client will take place in late February, early March.

How to apply

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at:

www.odgers.com/90645

If you are unable to apply online please email:

karen.younie@odgersberndtson.com

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist Edinburgh Science in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

Contact details

For a conversation in confidence, please contact:

Andrew Lees

andrew.lees@odgersberndtson.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact emma.burnett@odgersberndtson.com.

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us at response.manager@odgersberndtson.com.





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