Director of Scientific Programmes, Policy, and Partnerships

Interim

British Pharmacological Society

Recruitment information pack | 2026

Welcome from the Chief Executive Officer

Dear prospective colleague,

Thank you for your interest in joining the British Pharmacological Society as our Director of Scientific Programmes, Policy, and Partnerships. This maternity cover appointment comes as we begin delivering our 2026 to 2030 strategy, and I am pleased to share an opportunity to help shape how we work with our community.

Since joining the Society as Chief Executive in December 2025, I have been impressed by the knowledge and commitment of our members and colleagues. Our community includes more than 5,000 people across over 60 countries, working in settings from university laboratories to clinical practice. Their work contributes to the discovery of new medicines and helps improve how existing treatments are used.

Our role is to support that contribution. We provide opportunities for researchers to publish their findings, bring people together through scientific meetings and help strengthen education in pharmacology. We also draw on our members' expertise to inform decisions about medicines and healthcare.

Our new strategy, 'Towards 100 Years', was developed with our members, trustees and staff. It sets out how we will strengthen our scientific contribution and broaden participation in the Society as we approach our centenary in 2031. We want to build closer relationships with colleagues in industry and clinical settings, while improving the support available to people establishing their careers in pharmacology.

For this appointment, our particular focus is on policy, engagement and communications. There is work to do in developing our policy framework: deciding where the Society can contribute most, how we draw on members' expertise and how we turn that knowledge into well-supported recommendations. Issues such as the clinical pharmacology workforce and advances in personalised prescribing give this work a direct connection to patient care.

You will work closely with me and our Director of Finance, Business and Commercial Operations, supporting specialist teams whose responsibilities span publishing, events and member engagement. You will help colleagues connect their work, agree achievable priorities and make informed decisions about resources. Working with our committees will be equally important, ensuring that members' contributions lead to activity we can deliver and evaluate.

I would welcome someone who has led a broad portfolio and understands how to support colleagues with different areas of expertise. You will bring experience relevant to policy or engagement, alongside an interest in biosciences and an appreciation of pharmacology's contribution to health. We value leaders who listen, involve others in decisions and provide direction when choices are difficult. A commitment to equity and inclusion should be evident in how you lead and whose perspectives you seek.

You will have opportunities to learn from our scientific community while contributing your own experience to work already under way. I hope the combination of a defined period of leadership and meaningful scope to contribute will appeal to you.

Thank you for considering joining us. I look forward to hearing what you could bring to the Society.

With best wishes,

Dr Neha Issar-Brown
Chief Executive Officer, BPS
Managing Director, BPS Assessment
British Pharmacological Society

About the British Pharmacological Society

The British Pharmacological Society is a charity and membership organisation dedicated to advancing pharmacology: the science of how medicines work. We support the discovery and development of new treatments and the better use of existing medicines, helping improve health and patient care.

Founded in 1931, we bring together more than 5,000 members across over 60 countries. Our community includes people working in universities, healthcare, industry and regulation, alongside those studying or beginning their careers. We provide a professional home where they can exchange knowledge and contribute to the development of their discipline.

How we make a difference

Our work connects scientific research with education and clinical practice. Through our three journals, the *British Journal of Pharmacology*, *British Journal of Clinical Pharmacology* and *Pharmacology Research & Perspectives*, we help researchers share findings that advance understanding of medicines and their effects.

Our scientific meetings and training programmes bring people together across disciplines and countries. We support members through grants, bursaries and awards, helping them access opportunities to develop their knowledge and share their work. These include the Sir David Jack PhD Scholarship programme, established to fund 40 PhDs over ten years.

We draw on our members' expertise to inform policy and improve healthcare. Our priorities include personalised prescribing and the development of the clinical pharmacology workforce. Through BPS Assessment, our wholly owned trading subsidiary, we provide online learning and assessment that support safer prescribing by healthcare professionals and medical students.

Towards 100 Years

Our 2026 to 2030 strategy, *Towards 100 Years*, guides our work as we approach our centenary in 2031. Developed with members, trustees and staff, it focuses on three areas:

- **Progressing our pharmacology priorities:** advancing research and education, and using our expertise to influence policy.
- **Growing and connecting our community:** broadening participation and strengthening support for members across different sectors and career stages.
- **Driving sustainable growth:** developing our income and using our resources effectively to sustain the Society's charitable work.

This means strengthening relationships with industry and clinical communities, extending the reach of BPS Assessment and developing events and training that meet members' needs. We are also responding to changes in scientific publishing and exploring how technology can support our work.

Our people and how we work

Our staff work closely with Council, committees and volunteer members, combining professional expertise with the knowledge of the pharmacology community. At the end of 2025, the Society employed 24 full-time-equivalent staff, supported by specialist consultants.

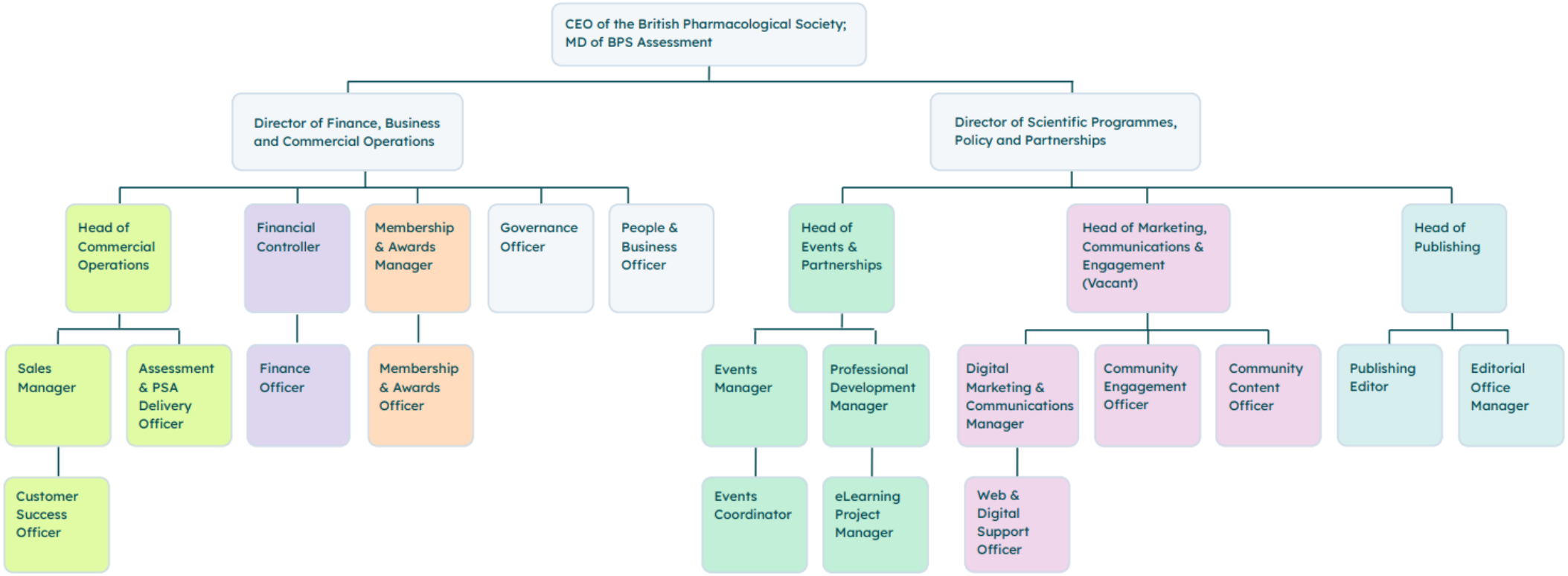
Our values describe us as progressive, unifying, nurturing and social. They guide how we welcome new ideas, support people's development and create opportunities for collaboration. Equity, diversity and inclusion are central to our strategy, including whose perspectives inform our decisions and who can access our activities.

Joining the Society means contributing to the support that enables pharmacologists to share discoveries, develop their skills and improve the use of medicines for everyone.

For more information, please visit:

- Our website
- Our people
- Equity, diversity & inclusion (EDI)
- Strategy 2026 - 2030
- 2025 Annual review & financial statements
- Articles of Association

Organisation Structure



Job description

Job Title: Director of Scientific Programmes, Policy, and Partnerships *(maternity cover)*

Reporting to: Chief Executive Officer

Line management: Head of Events and Partnerships, Head of Publishing, Head of Marketing, Communications and Engagement

Responsible for: Leading the Society's scientific programmes, communications, engagement and policy activities, ensuring alignment with the strategic priorities established by our Trustees. Foster strong partnerships across the pharmacology community and with external stakeholders, supported by a coherent marketing and communications strategy that maximises the Society's influence, profile and impact.

Location: The position is based in our central London office, with opportunities for hybrid working. The Society supports flexible working requests and will take individual circumstances into consideration at the time of offer. This role involves some overnight and weekend stays away from home.

Contract: Full-time, 12-month fixed-term contract

Start date: ASAP/December 2026

Salary: £90,000 FTE

Benefits:

- 28 days' paid holiday, calculated pro rata, plus a pro rata entitlement to public holidays in England and Wales
- Access to a comprehensive Employee Assistance Programme
- Agile working
- Pension and life insurance
- Coaching and training
- BPS payment of up to two professional membership fees
- Cycle to Work Scheme

British Pharmacological Society Vision

A world in which pharmacology and therapeutics drive and support progress in science, medicine and healthcare, for the benefit of all in Society.

Overall Objective of the Job

Working closely with the CEO, and Director of Finance, Business and Commercial Operations as a member of the Senior Leadership Team, you will provide strategic leadership to advance the discipline of pharmacology and champion its contribution to human health.

Through the leadership of specialist teams and Society activities, you will convene and support the pharmacology community to collaborate, share knowledge, publish research and drive progress in priority areas. You will also lead the Society's engagement, partnerships and policy activities, ensuring that the Society's expertise, resources and influence are used effectively to advance issues of importance to Members, stakeholders and the wider pharmacology community.

Main responsibilities

To lead on the following key areas, delegating responsibility as appropriate to your direct reports:

Strategic leadership of the Scientific Programmes, Policy, and Partnerships Directorate

To set and drive forward projects and programmes in line with the Society's strategy by:

- Leading the events and training, publishing, marketing, communication and engagement teams in an integrated manner, identifying and optimising synergies where appropriate.
- Effective and supportive line management of functional leads.
- Overseeing the Society's horizon scanning programme and strategic performance monitoring, ensuring emerging opportunities and risks are identified, and that progress against strategic objectives is tracked, evaluated and reported to Trustees.
- Working effectively across the Society’s Directorates and Committees to ensure a cohesive approach to delivery of strategic and operational objectives.
- Having oversight of Committees and Subgroups that support delivery of the Society's scientific programmes and engagement activities, ensuring appropriate dialogue, management, and delivery of agreed projects.
- Setting strategic plans and key performance indicators in conjunction with relevant Committees, Groups and staff and report accordingly to decision making groups.
- Ensuring the Society is positively promoted and visible to all sections of the pharmacology community, including industry, clinical settings, academia, and the public.
- Actively management of budgeting and forecasting processes associated with the relevant budget centres and budget managers, ensuring value for money, robust assessment of relevant consultants and services suppliers and appropriate allocation of funds that support the aims and objectives of the Society's strategy.

Leadership of engagement and policy activity

Provide leadership in the Society's policy and engagement activity by:

- Leading the development and implementation of the Society's policy framework, establishing clear processes, priorities and governance arrangements to support the Society's policy and public affairs activities.
- Provide leadership and strategic oversight of the Directorate's Committees and Advisory groups, with particular responsibility for the Clinical Committee and Industry Sub Committee, strengthening member engagement, enhancing impact, and ensuring alignment with the Society's strategic priorities.
- Creating and influencing policy. Ensuring the Society remains abreast of changes in the health, medical and life science sector as relevant to the discovery, development, and use of medicines particularly through the Society's horizon scanning framework.
- Leading and influencing policy responses, coordinating and involving committees, members, and wider stakeholder networks to identify where the Society's influence holds most weight in line with our strategy.

Leadership of innovation and development in the Society's Publications portfolio

Provide guidance and leadership to the Head of Journals Publishing to deliver the Society's publishing strategy to:

- Deliver a publishing portfolio plan that delivers content quality and growth as well as meeting agreed financial targets for each of the Society's journals.
- Review and develop the publishing strategy in support of the Society's overall strategy.
- Provide guidance so that the Society remains equipped to respond to changes in the publishing landscape and can deliver each journal's strategy.

BPS Trading Services Ltd. and leadership of renowned and prominent Events, Training and Meetings

Provide guidance and leadership to the Head of Events and Partnerships to:

- Review and develop the meetings, training and events strategy to bring pharmacologists together so they can collaborate, debate, and ultimately make advances in priority research areas, maintaining and growing their position as providers of high-quality and cutting-edge research and networks.

- As a Director of BPS Trading Services, a subsidiary of the Society, ensure sponsorships and partnerships support and promote the Society in an ethical manner.

Platforms, profile and engagement

Ensure the Society's platforms, public and member facing are used to raise the profile of, and engagement with the widest possible audience. Provide guidance and leadership to the Head of Marketing and Communications and Engagement to:

- Review and develop the marketing and communications strategy in support of the Society's overall strategy.

- Deliver integrated, annual, and long-term communications and marketing plans to support the decision-making of Council, Management Group, relevant Committees, and the Board of BPS Assessment Limited.

Person Specification

Key Skills & Attributes

Requirements – *Essential*

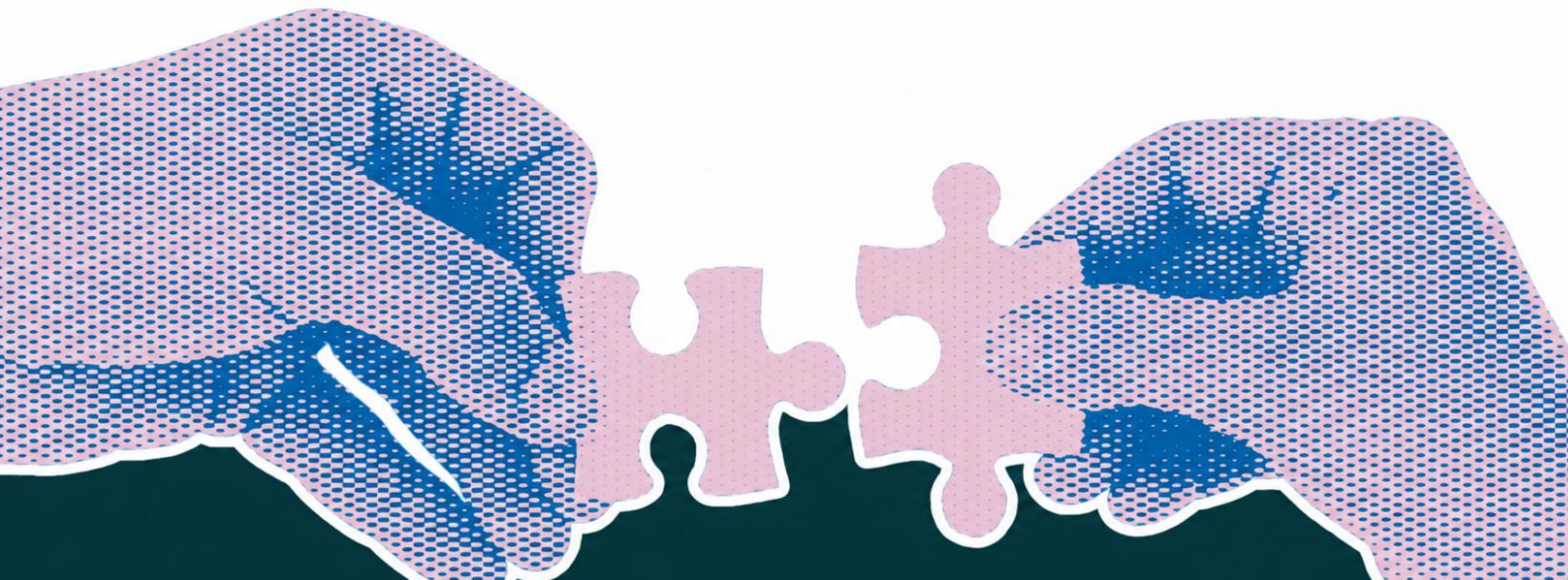
- A dynamic senior leader with experience of leading a broad portfolio of programmes.
- Management of large budget centres, including forecasting and interrogation of management accounts to ensure decisions are grounded in financial planning processes.
- Strong line management experience, with demonstrable ability to lead and manage a large interdisciplinary team effectively.
- A professional and collaborative style, you will be someone who can motivate staff to perform to the best of their ability.
- Evidenced ability to build teams and collegiate working across a broad portfolio.
- Senior leadership in one or more areas listed: policy, engagement, communications, publishing, events or a combination of these is preferred.
- Able to engage with and command confidence and have credibility with Trustees, peers and the wider membership of the Society.
- Demonstrable experience of increasing organisational impact and influence.
- Strong project management experience with demonstrable abilities in building and maintaining healthy relationships with diverse stakeholders.
- Able to meet targets and deadlines while prioritising work effectively.
- Excellent and confident presentation and written skills.
- Flexible outlook and willingness to contribute outside the normal range of duties.

Requirements – *Desirable*

- An understanding of, and enthusiasm for biosciences with an understanding of the importance of pharmacology.
- A commercial mindset, you will be able to identify areas of income growth which deliver the Society's charitable objectives.
- Experience of charity governance and how it pertains to decision-making in a Membership Organisation.

Specific focus areas for maternity leave

To provide strategic leadership with a particular focus on policy, engagement and communications. You will lead the Society’s policy, engagement and communications activities with key audiences, including industry and early-career professionals, support the development of its policy framework, and provide leadership to Committees, projects and the wider team.



How to apply

Peridot Partners is supporting the **BPS** on this recruitment campaign. We are an executive search business transforming leadership and inspiring change with organisations that have a social purpose.

For details of how to formally apply and to view the recruitment timeline, please visit:
https://www.peridotpartners.co.uk/jobs/director-of-scientific-programmes-policy-partnerships-interim-bps/