



Position Specification



BioIndustry Association
Chief Executive Officer

The BioIndustry Association (BIA) is the voice of the innovative life sciences and biotech industry, enabling and connecting the UK ecosystem so that businesses can start, grow and deliver world-changing innovation. We promote an ecosystem that enables innovative life science companies to start and grow successfully and sustainably.

- Start-ups, biotechnology and innovative life science companies
- Pharmaceutical and technological companies
- Universities, research centres, tech transfer offices, incubators and accelerators
- A wide range of life science service providers: investors, lawyers, IP consultants, IR agencies



The Role

The Chief Executive Officer will be the strategic leader and public face of the BioIndustry Association, with a mandate to take the organisation to the next level. Building on its strong reputation, the CEO will lead a bold new phase of influence, advocacy, and impact — positioning the UK as the best place in the world to discover, develop, and deliver life sciences innovation. This is a high-profile, externally facing role requiring political nous, commercial acumen, and sector insight to amplify the BIA's reach and deliver tangible results for members.

The CEO will be expected to set and deliver an ambitious agenda that reflects the aspirations of a sector with extraordinary potential. The role will ensure that the BIA is not only the voice of UK life sciences but also a driving force in creating the policy, regulatory, and investment environment in which members can thrive and scale globally.

Key Responsibilities

- **Strategic Leadership:** Lead the Association and Senior Leadership Team in developing and delivering a clear, ambitious strategy and long-term vision. Act as principal policy advisor to the Board, ensuring the organisation's direction reflects both member needs and sector opportunities.
- **Member-Driven Growth Agenda:** Engage deeply with the membership to understand their growth ambitions and challenges. Translate these into advocacy priorities and programmes that champion the sector's high aspirations, influence national policy, and strengthen the UK's competitive position.
- **Representation & Advocacy:** Serve as the BIA's principal spokesperson, building and maintaining strong relationships with Government Ministers, MPs, regulators, media, and industry leaders. Represent the Association at conferences, in the media, and in strategic forums to promote sector growth and influence policy outcomes.
- **Policy Development:** Maintain oversight of political, economic, legislative, and regulatory trends affecting the industry. Direct policy development and secure Board approval for priorities that deliver real-world benefits to members and the wider sector.
- **Governance & Compliance:** As a Board Director, uphold fiduciary duties, ensure compliance with the Articles of Association and relevant laws, and maintain the trust of the Board and members.
- **Operational & Financial Management:** Oversee delivery of high-quality, cost-effective services to members. Lead effective financial stewardship, ensuring robust controls and sustainable organisational health.
- **Communication Excellence:** Command respect from senior policymakers and opinion leaders. Synthesize complex issues into clear, compelling messages tailored to diverse audiences, inspiring understanding, consensus, and action.
- **People Leadership:** Inspire, develop, and manage staff performance, fostering a collaborative culture. Support staff engagement through briefings, away days, and incentive schemes.

Key Competencies

- Strategic vision and deep understanding of the life sciences sector.
- Exceptional relationship-building and influencing skills across government, industry, and media.
- Outstanding written, verbal, and presentation skills, with the ability to distil complexity.
- Political and commercial awareness, with a track record of delivering results.
- Integrity, diplomacy, and discretion when representing members and the Board.
- Proven leadership and management experience, including financial oversight.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

- An accomplished leader with deep knowledge of the life sciences sector and a track record of influencing public policy, representing complex sectors, and driving organisational success.
- Brings credibility with policymakers, industry stakeholders, and media; combines strategic insight with commercial acumen; and thrives in a role where external leadership, sector advocacy, and organisational excellence are equally critical to success.

How to Apply

Russell Reynolds Associates (RRA) has been retained to support this appointment. To apply, please submit applications by email to Responses@RussellReynolds.com.

The closing date for applications is 27th October 2025. Your submission should include:

- The **role title** and **reference number 2508-067L** in the subject line of your email.
- Your current CV with educational and professional qualifications and full employment history, explaining any gaps in your employment history, giving details (where applicable) of budgets and numbers of people managed, highlighting relevant achievements in recent posts.