



Appointment of

Director, Queen Square Institute of Neurology

Candidate Pack

November 2025

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1. Welcome from the Dean, Faculty of Brain Sciences

Dear Applicants,

Thank you for your interest in the position of Director of the UCL Queen Square Institute of Neurology.

The Queen Square Institute of Neurology at UCL is home to one of the world's largest basic and clinical neuroscience communities. Based within UCL's Faculty of Brain Sciences, the Institute brings together internationally renowned scientists and clinicians working at the cutting edge of discovery science and clinical translation. We are at the forefront of translating neuroscience discoveries into diagnostics and treatments for people living with neurological and brain diseases.

Our mission is to prevent, treat, and cure neurological conditions, focusing on patient-centred research and education through our partnership with the National Hospital for Neurology and Neurosurgery.

The Institute is entering a transformative moment with the opening of a state-of-the-art Centre of Excellence for Neuroscience at 256 Grays Inn Road, alongside our historic Queen Square base. This landmark facility will unite over 500 neuroscientists, clinicians, and patients under one roof, alongside the UK Dementia Research Institute headquarters and an NHS outpatient unit. Featuring seven floors of advanced laboratories, shared technology platforms, an MRI suite, and collaborative spaces, the new centre will accelerate discovery, enable experimental medicine, and foster partnerships with industry, funders, and the wider community.

This appointment represents a significant and exciting opportunity to lead a world-leading teaching and research institute that is tackling some of the most pressing challenges in brain health. The successful candidate will be committed to forging partnerships and fostering collaboration within a culture that celebrates diversity and inclusion. They will maintain a distinguished academic and research profile and exemplify UCL's values-led, inclusive ethos.

I hope you will consider this leadership role at this exciting time for the Institute and UCL.



Professor Alan Thompson

**Dean of the Faculty of Brain Sciences and Pro-Provost
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 exceptional Director of the Queen Square Institute of Neurology, one of the world's foremost centres for neuroscience research, education, and clinical translation. The Director will shape IoN's vision to remain a global leader in translational neuroscience and contribute to the leadership of the Faculty and University, 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. About UCL Faculty of Brain Sciences

We lead in research and education on the mind and brain, aiming to address major brain health challenges and reduce disease burden worldwide.

Established in 2011, the [Faculty](#) brings together world-class expertise in psychology, psychiatry, prion diseases, ophthalmology and vision, language sciences, audiology, deafness and hearing, neurology, and basic neuroscience.

It comprises [six departments](#):

- Division of Psychology and Language Sciences
- Division of Psychiatry
- Queen Square Institute of Neurology
- Institute of Ophthalmology
- Ear Institute
- Institute of Prion Diseases

With over 1,900 staff, 4,000 students, and an annual turnover exceeding £265 million, we are one of UCL's most research-intensive Faculties. Our academic community includes 320 FTE academic staff, more than 800 researchers, and 900 doctoral students, supported by a research portfolio worth over £720 million.

We work in close partnership with leading healthcare organisations, including University College London Hospitals NHS Foundation Trust, the National Hospital for Neurology and Neurosurgery, the Royal National ENT Hospital, Moorfields Eye Hospital NHS Foundation Trust, and Anna Freud.

We are home to Nobel Prize winner James Rothman, and Brain Prize recipients Professors John Hardy and Bart De Strooper, recognised for their groundbreaking research into

the genetic and molecular basis of Alzheimer's disease. 22 of our faculty professors feature among the world's most influential academics (Clarivate Web of Science's Highly Cited Researchers 2024). UCL is ranked 2nd in the world for citations in Neuroscience and Behaviour (Clarivate Essential Science Indicators).

Our mission is to ensure that our innovative research translates into real-world impact. From improving therapies for neurological and psychiatric conditions, to developing AI tools for diagnosing eye disease and understanding how early life experiences shape the human brain. Our research leaders and academic clinicians provide students with an exceptional education and training experience, which is highly interdisciplinary. Through research-embedded education, we aim to prepare our students not only to succeed, but to become the next generation of experts in brain sciences.

We champion innovation, creativity, and cross-disciplinary collaboration in both teaching and research. Our students are viewed as partners in discovery, and we foster an inclusive and supportive academic environment where pioneering thinking can thrive.

Our extensive collaboration with industry and clinical partners enables us to share knowledge and apply cutting-edge research to clinical studies and innovative technologies. By pushing the boundaries of current research and clinical practice, we aim to lead the way in transforming the lives of future generations.



4. About Queen Square Institute of Neurology

We are one of the world's largest basic and clinical neuroscience communities, dedicated to understanding the brain and nervous system to find better treatments for neurological diseases.

Our research spans the full spectrum of basic and clinical studies on neurological disorders across [eight departments](#), covering areas from brain rehabilitation to neuromuscular diseases. UCL is ranked first in the UK for research power in neuroscience, with more than 90% of our neuroscience research rated as world-leading or internationally excellent in the Research Excellence Framework (REF 2021).

We offer some of the strongest and broadest basic clinical neuroscience degree programmes internationally, with a particular strength in translational neuroscience. We are ranked 8th globally for 'Medical and Health' subjects by the Times Higher World University Rankings 2025.

[The Institute](#) comprises over 780 staff, including 147 principal investigators, nearly 300 honorary and visiting staff, 234 PhD students, and more than 300 MSc, MRes, and BSc students. We manage over 670 active research projects, valued at £356 million, with an annual turnover of £110 million.

Our unique academic health science partnerships provide access to a patient population of over six million, including the longest-running major birth cohort study in the world.

Our strong clinical partnership with the National Hospital for Neurology and Neurosurgery gives us a privileged understanding of how to deliver a truly patient-focused approach to research, innovation, and education.

In 2018, UCL was chosen as the hub of the UK Dementia Research Institute (UK DRI), the largest investment the UK has ever made in dementia research, supported by £290 million from the Medical Research Council, Alzheimer's Society, and Alzheimer's Research UK. The UK DRI research team is based within our Institute.

We are building a new [Centre of Excellence for Neuroscience](#) at 256 Gray's Inn Road, which will accelerate the discovery of new treatments, train the next generation of scientists, and work in close partnership with industry, funders and patients. This landmark facility will bring together research, clinical care and public engagement, housing over 500 researchers, advanced laboratories, MRI scanners, and outpatient services, transforming discovery into therapies through collaboration, innovation, and translational science.





5. Role Description

Main Purpose of the Role

The Director will provide strategic and academic leadership for one of UCL's largest and most high-profile Institutes, advancing the IoN's mission to translate world-leading neuroscience research into improved outcomes for patients. They will ensure the Institute remains a global centre of excellence for translational neuroscience, education, and clinical partnership.

An internationally recognised academic (clinical or non-clinical) with a major reputation in neuroscience, the Director will bring a strong record of leadership across research, education, and partnership. They will shape the Institute's strategic direction, strengthen collaboration across UCL and the NHS, and foster a culture of inclusion, innovation, and excellence.

As a UCL Professor, the Director will lead a world-class research programme, secure external funding, teach and supervise students, and contribute to the implementation of the [IoN Strategic Plan 2022–2027](#) in alignment with the Faculty of Brain Sciences and UCL's institutional strategy.

Key Responsibilities & Accountabilities

Leadership and Strategy:

- Provide inspirational leadership to advance the IoN's mission as a world-leading centre for translational neuroscience.
- Shape and deliver the Institute's strategic vision, ensuring alignment with the Faculty of Brain Sciences and UCL's wider priorities.
- Represent and promote the IoN nationally and internationally, strengthening its influence across academia, NHS, and industry.
- Lead a high-performing and inclusive community of academic and professional services staff, fostering collaboration, innovation, and wellbeing.
- Strengthen cross-disciplinary collaboration across the Institute, the Faculty, and with key partners.
- Empower and develop leaders across the Institute, ensuring transparent and equitable workload and performance frameworks.
- Work closely with HR colleagues to manage staff issues proactively and effectively, ensuring timely resolution of matters related to performance, conduct, and wellbeing.

Research, Education and Innovation:

- Champion world-class, cross-disciplinary research and innovation across all IoN departments and centres, driving clinical translation and knowledge exchange with NHS, industry, and international partners.

- Secure and diversify research income and foster a culture that supports discovery, collaboration, and impact.
- Ensure delivery of outstanding, research-led education and supervision, maintaining the highest academic and professional standards.
- Advance integration between research and teaching, support new educational initiatives, and enhance the experience of students and early-career researchers.
- Build and strengthen strategic partnerships that enhance the IoN's translational impact, including the UK Dementia Research Institute, clinical collaborations, and enterprise and philanthropic initiatives.

Governance, Finance and Operations:

- Oversee strategic and financial planning to ensure the Institute's long-term sustainability.
- Work with Faculty and UCL colleagues to manage budgets, resources, and estates, ensuring compliance with governance, risk, health and safety, and regulatory frameworks.
- Promote equality, diversity, and inclusion across all aspects of the Institute's work, building on IoN's Athena Swan Silver Award and UCL's commitments to fairness, wellbeing, and accessibility.
- Maintain transparent and effective communication across the Institute, Faculty and University, ensuring shared purpose, cohesion, and clarity in decision-making.



6. Person Specification

Qualifications, Knowledge and Experience:

- An internationally recognised academic (clinical or non-clinical) with an outstanding record in translational neuroscience or a related field.
- Experience in strategic leadership of a large academic department, institute, or equivalent research organisation.
- Significant experience of leading and mentoring research teams and successful supervision and management of PhD students to completion.
- Proven track record of high impact publications, sustained success in securing research grants, and demonstrable excellence in teaching at graduate and postgraduate level.
- Experience of working successfully with NHS or clinical partners and understanding of relevant governance and regulatory frameworks.
- Strong understanding of financial management, research governance, and university operations.

Skills and/or Abilities:

- Inspirational leadership and the ability to articulate a compelling vision for IoN's future.
- Strong strategic, analytical, and organisational skills with a focus on delivery.
- Excellent communication, negotiation, and influencing skills across diverse stakeholders.
- Proven ability to build partnerships and collaborations internally and externally at senior level.
- Commitment to nurturing talent, empowering others, and fostering a positive, inclusive culture.

- Demonstrable ability to manage complex portfolios and competing priorities effectively.

Leadership and Management Competencies:

- A visible and collegial leader who inspires confidence, trust, and collaboration.
- Proven ability to lead large and complex teams through change and growth.
- Decisive, accountable, and results-focused, with sound judgement and resilience.
- Strong commitment to UCL's values and to advancing equality, diversity, and inclusion.
- Capacity to act as an ambassador for UCL and the Faculty of Brain Sciences in national and international fora.

Further Information:

Full details on the role duties, responsibilities and experience requirements are available in the [UCL IoN Director - Full Role Profile](#).

[The UCL Academic Manual](#) defines the framework, governance, and expectations for academic leadership roles such as Heads of Department.



7. Equality, Diversity & Inclusion

The Institute prides itself on operating in an inclusive environment where teamwork is highly valued, individual strengths are recognised and celebrated, and everyone is supported to reach their potential – irrespective of personal, physical, or social characteristics.

We are committed to advancing the careers of all colleagues, regardless of sex, gender identity, disability, age, sexual orientation, national origin, race, ethnicity, religion or belief, or social class (this list is not exhaustive).

The Athena SWAN Charter recognises commitment to advancing women's careers in science, technology, engineering, maths, and medicine (STEMM). The Queen Square Institute of Neurology is proud to hold an Athena SWAN Silver Award, first achieved in 2015 and reinstated in 2020, recognising our sustained commitment to gender equality. We have also signed an international declaration promoting fair and equal opportunities for underrepresented groups in Neuroscience.

We provide reasonable adjustments to enable people to work and flourish with us and offer a range of mentoring schemes tailored to different staff and student groups to support professional and personal development. The Institute upholds UCL's Dignity at Work and Work-Life

Balance policies, and we actively support Wellbeing@UCL, the five-year wellbeing strategy for the whole UCL community, supported by our Wellbeing Champions.

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](#).

Read more about UCL [Equality, Diversity and Inclusion](#).





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

UCL has appointed **Veredus**, an executive search agency, to assist with this appointment (www.veredus.co.uk)

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.
- A completed **Diversity Monitoring Form and Candidate Supporting Information Form**, which can be accessed on the Veredus job page.

Applications should be sent via Veredus website - [/https://www.veredus.co.uk/opportunities](https://www.veredus.co.uk/opportunities), quoting reference number **897**.

All submissions will receive an on-screen acknowledgement when you apply through the Veredus website. If you do not see this confirmation, please contact us on education@veredus.co.uk.

General Data Protection Regulation (GDPR)

At Veredus, we take care to protect your privacy. For our privacy notice, please visit: [Veredus Privacy Policy](#)

Further Information

For a confidential discussion about the role, please contact our advising consultants at Veredus:

- James Griffin on james.griffin2@veredus.co.uk
- Veronika Dergal on veronika.dergal@veredus.co.uk

Indicative Recruitment Timeline

The deadline for receipt of applications is **9am on Thursday, 8th January 2026**.

Interviews will be held on **6th March 2026** 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 education@veredus.co.uk



