



**Moorfields
Eye Hospital**
NHS Foundation Trust



**Director of research and
innovation and NIHR
BRC co-director**

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Message from Peter Ridley, chief executive



Dear candidate,

Thank you for your interest in the role of director of research and innovation and NIHR BRC co-director at Moorfields Eye Hospital NHS Foundation Trust. I hope you find this information pack helpful.

Moorfields Eye Hospital is a world leader in eye health, renowned for clinical excellence, pioneering research and professional education. Our purpose is to discover, develop and deliver outstanding eye care that is sustainable and scalable. Guided by our values of excellence, equity and kindness, we are committed to inclusive, respectful care and are internationally recognised for advancing eye health across both NHS and private services. We are proud of our long standing partnership with the UCL Institute of Ophthalmology (UCL IoO), a world leading collaboration that advances eye research, education, and patient care.

This is an exciting time to join us. Our five-year strategy focuses on innovation, research and transforming patient care. Ophthalmology is moving rapidly through digital transformation: we have pioneered digitally led clinical pathways, and we are implementing a new electronic patient record system later this year to improve outcomes and experience. In partnership with the UCL IoO, our researchers are leading advances in artificial intelligence, with clear opportunities to scale impact for patients.

Next year we will move to the new Moorfields and UCL Centre for Eye Health in St Pancras. Built in partnership with the UCL IoO and Moorfields Eye Charity, it is a once-in-a-generation opportunity for research and innovation. By bringing clinicians, researchers, educators and patients together in a single purpose-built environment, the centre will accelerate multidisciplinary collaboration and speed translation from discovery to practice. It will also strengthen our partnerships with industry across life sciences, digital health and medical technologies. This role will be central to realising this potential—shaping strategy, deepening global collaborations, and attracting outstanding talent, investment and partnerships.

Message from Peter Ridley, chief executive

Research is fundamental to Moorfields and to how we improve lives. Patients benefit every day from innovations that come directly from our research community. This role will set strategic direction, enable collaboration with key partners and industry stakeholders, ensure robust governance and create the conditions in which pioneering research can thrive.

Recent breakthroughs demonstrate this impact globally. One example is the world first gene therapy for children born with a severe inherited form of blindness, developed by scientists at UCL IoO and delivered by Moorfields clinicians. The treatment has enabled babies who could previously only distinguish light from dark to gain meaningful sight, with life changing effects for them and their families. The research received extensive international media coverage, reinforcing Moorfields' reputation for bold translational research that changes lives.

As director of research and innovation and NIHR BRC co-director, you will deliver our strategic research and development plans at a time of significant transformation across the trust and the wider NHS. You will be an ambassador for our organisation, staff and patients, ensuring research and innovation support sustainable change at scale. We are seeking an inspiring leader with significant board-level experience and a passion for healthcare research, innovation and collaboration, including a proven ability to build industry partnerships.

If you share our purpose and values and are excited by the opportunity to lead patient-centred research that improves outcomes, reduces inequality and advances eye health globally, we would be delighted to hear from you.

Thank you for considering this opportunity. We are proud of Moorfields' research heritage and excited about the future we are building.

Yours sincerely,

Peter Ridley, chief executive
Moorfields Eye Hospital NHS Foundation Trust

A handwritten signature in black ink, appearing to read 'P. Ridley', with a long, sweeping underline that extends to the left and then curves back under the name.



Working together - A global leader in ophthalmology

Moorfields Eye Hospital NHS Foundation Trust is a world leading provider of eye health services in the UK and a world-class centre of excellence for ophthalmic research and education. With more than 2,500 staff, across 21 network sites, our reputation for providing the highest quality ophthalmic care has developed over 200 years and we are proud to be supported by one of the most diverse workforces in the NHS. We provide nearly 50% of eye care across London as well as in Bedford and Potters Bar. We are committed to building on our pioneering history.

Our main focus is the care and treatment of NHS patients with a wide range of eye problems, from common complaints to rare conditions not treated anywhere else in the UK. Providing safe and effective services for our patients underpins everything we do. Our performance is recognised by the Care Quality

Commission (CQC), which rates all of our services and sites as outstanding or good. We also provide private eye care services in the UK and in the United Arab Emirates.

Our research is truly world-leading, with recent innovations recent innovations gaining international media coverage including first-ever treatments for hypotony and several rare genetic conditions and a series of breakthrough applications of artificial intelligence (AI).

We work with a wide range of partners, including the UCL IoO our main academic partner, and our two charities Moorfields Eye Charity, who are a major funder of our research, and the Friends of Moorfields. We also work closely with national policy makers, other key academic partners, the wider sight loss sector, and external commercial partners.



Working together - A global leader in ophthalmology

The director of research and innovation and NIHR BRC co-director is an executive member of the trust board, responsible for continuing, further improving and scaling our world-renowned research across the entire Moorfields system, and disseminating this locally, nationally and internationally. Their remit will encompass the full spectrum of healthcare innovation delivered through a network of partnerships, foremost with the UCL IoO and extending across public and private sectors globally.

Candidates will offer a track record of achievement in research and development and spread and adoption of innovation. They will ideally have a deep understanding of the UK health research landscape across NHS and university sectors, substantial knowledge of the

national health research policy framework and experience of spread and adoption and of commercialisation. They will possess excellent interpersonal and organisational skills, with the ability to collaborate effectively with multiple internal and external stakeholders, including senior NHS and university leaders, academics, major funding bodies and industry.

**YOU
MAKE
US
MORE**

Our mission, values and purpose

The trust's strategy is 'excellence, equity and kindness at the forefront of eye care'. Our driving motivation is that people's sight matters, since sight is the most valued of our senses, and globally there is an increasing burden of sight loss with aging populations coupled with workforce shortages.

Our strategic purpose is 'working together to discover, develop and deliver excellent eye care, sustainably and at scale.'

We are committed to reducing inequalities in eye care access and outcomes through innovating and collaborating to implement improvements in eye care at scale. We are committed to working in partnership with academic and clinical colleagues across the UK and internationally.

These partnerships are broad and include other health and social care providers as well as the Moorfields charities, our academic partners, the wider sight loss sector and external commercial partners. Establishing, growing and sustaining highly effective strategic partnerships is critical to the successful implementation of the organisation's strategy.

We strive to deliver our purpose in accordance with our values of excellence, equity and kindness. We recognise that excellence alone is not enough. This is a fantastic opportunity to lead the Moorfields agenda and help contribute to the research and development agenda internationally.

Our commitment to equity is at the heart of our organisational culture. The trust's aspiration for equality, diversity and inclusion (EDI) is a culture that enables all staff and patients to feel welcome and be respected and supports staff in realising their potential while helping patients achieve the best possible health outcomes. We are deeply committed to continuing to strengthen the diversity of our organisation. This is an inclusive and open process, and we welcome applications from individuals from all backgrounds.



Discover and develop - Our research and innovation

Moorfields and the UCL IoO are amongst the most productive clinical academic collaborations in the world. A critical part of our vision is to build upon the worldwide reputation that we have for leading research and innovation in eyecare that we have developed over many years. We have a unique and growing wealth of data and intelligence, we are leading the way in artificial intelligence, and we are continually innovating and inventing for the benefit of our patients and of advancing eye care at scale.

Our strategic purpose is 'working together to discover, develop and deliver excellent eye care sustainably and at scale'. Research and development is seen as a core enabler of our trust strategy and by

embedding research across clinical services and decision-making, the trust aims to accelerate the translation of research and development into practice for the benefit of our patients and maximise the impact of our innovations nationally and internationally.. We also know the importance of high-quality partnerships and collaborations that can help up to grow our capabilities and enhance the reputation of Moorfields.

We have a broad research and development portfolio, including hosting the NIHR Moorfields Biomedical Research Centre, the NIHR Moorfields Clinical Research Facility, the Insight Health Data Research Hub for Eyes, and the Moorfields Reading Centre.



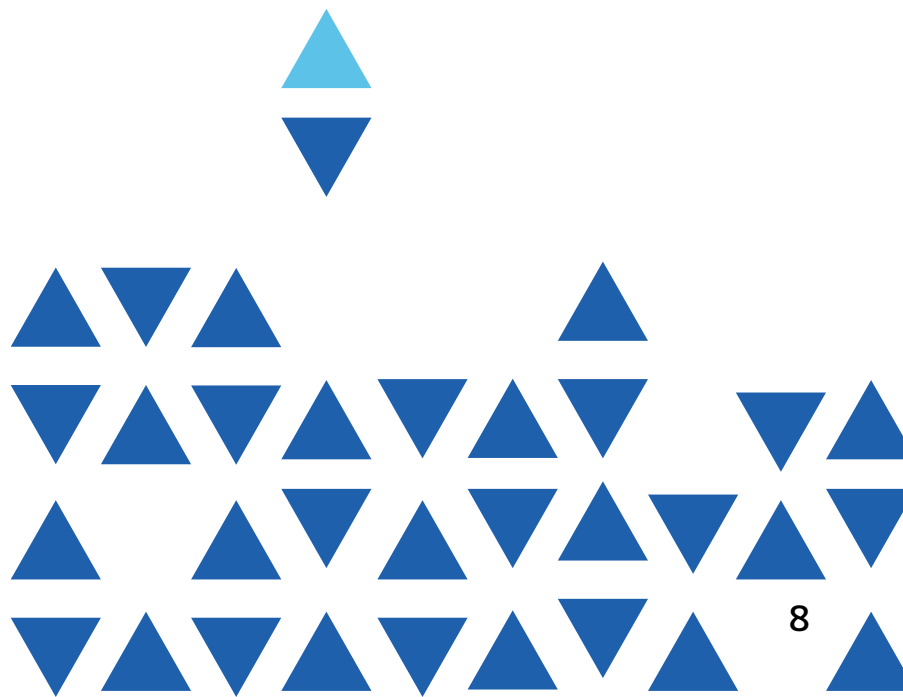
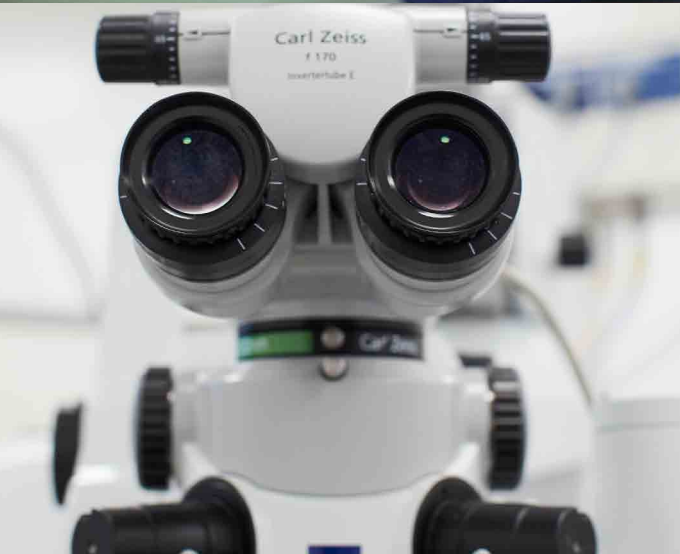


Delivering world class education

Moorfields has an integral partnership with the UCL IoO. UCL is ranked one of the top ten best universities in the world. Together, we have an innovative education portfolio, with investment in facilities and learning, helping it to cement a leading role in the training and education of eye care clinicians from across the world.



We engage ophthalmologists, optometrists, orthoptists, vision scientists and other professionals interested in the eye care sector to think about real-world practices that are making a difference to patients. Through our cutting-edge short courses and programmes, we ensure that we provide the latest thinking in ophthalmic practice and education and can transform these insights into impact in organisations. Participants consistently rate our courses as outstanding and delegates value being trained and taught by world-renowned faculty scientists, consultants and clinicians.





Professor Andrew Dick, director of the UCL Institute of Ophthalmology

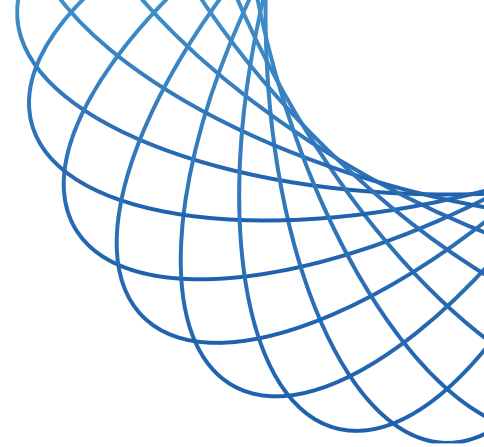
“Bringing research, eye care and education together will enable clinicians and researchers to work closely together to encourage collaboration and accelerate innovation for the benefits of patients.”

The future

Oriel, the project to build our new Moorfields and UCL Centre for Eye Health in Camden is moving ahead at pace. The new integrated centre, which opens next year, is a joint initiative between Moorfields Eye Hospital, UCL IoO and Moorfields Eye Charity and will bring together world leading eye care, research and education under one roof to enable us to deliver the highest quality eye care, research and education. The new location is close to three mainline railway stations (King’s Cross, St Pancras and Euston), making it very accessible to large parts of the UK as well as to six London Underground lines and the Overground.

The new centre will be located in London’s ‘Knowledge Quarter,’ which has one of the highest and exciting densities of knowledge based, cultural and scientific businesses anywhere in the world. London is also one of the best places to recruit and retain specialists, technicians, researchers and students. Our new centre has been co-designed in collaboration with staff and clinicians from Moorfields and researchers from the IoO as well as input from our patient and partner advisory groups. This is a once in a generation opportunity to create a centre that will harness the expertise of partners under one roof to enable closer collaboration between clinicians and researchers, speeding up the delivery of breakthrough treatments and enhance the experience of our patients

Director of research and innovation and NIHR BRC co-director



Job title:	Director of research and innovation and NIHR BRC co-director
Department:	Research and development
Grade:	VSM
Responsible to:	Chief executive officer
Accountable to:	Chief executive officer

The post

The director of research and innovation (R&I) is a full voting member of the trust board, holding collective and individual accountability for the overall leadership, performance and governance of Moorfields Eye Hospital NHS Foundation Trust. The role provides strategic executive leadership for research, innovation and development across the trust and plays a central role in shaping the organisation's long-term vision, sustainability and impact.

The postholder has executive responsibility for the trust's research and development portfolio and serves as co-director of the NIHR Moorfields Biomedical Research Centre (BRC) in partnership with UCL. These responsibilities are fully integrated and are not treated as separate functions; the

role is designed to ensure that all research activity across the trust is strategically aligned, mutually reinforcing and focused on delivering tangible benefits for patients, populations and the wider health system.

As a board director, the director of R&I contributes to collective decision-making, assurance and risk management across all aspects of the trust's business, while providing specialist leadership and advice on research, innovation and academic partnerships. The role is accountable for setting and delivering the trust's research strategy, ensuring alignment with the trust's clinical priorities, workforce strategy and digital ambitions, and embedding research as a core component of everyday clinical practice.

The post

The director of R&I works in close strategic partnership with the director of the UCL IoO and leads the development of deep, productive relationships with UCL and other academic, research, industry and life sciences partners nationally and internationally. The role is instrumental in sustaining and enhancing Moorfields' position as a world-leading research-active specialist hospital, expanding research capacity and capability across all clinical professional groups, and increasing the number and diversity of patients participating in and benefiting from research.

Equity, inclusion and access are central to the role. The director of R&I is responsible for ensuring that research activity addresses health inequalities, enables inclusive participation, and supports the development of a diverse future research workforce, including increased opportunities for allied health professionals and under-represented groups.

As co-director of the NIHR Moorfields BRC, the postholder jointly leads the scientific vision, strategy and delivery of the BRC, with a strong focus on experimental medicine, innovation and translation into patient care. This includes supporting BRC Theme directors, identifying new areas of scientific opportunity and growth, strengthening existing areas of excellence, and ensuring that research outputs deliver measurable impact for patients and populations.

The director of R&I will drive the adoption of innovation into clinical services, support meaningful public and patient involvement in research, and contribute to the UK life sciences agenda through strategic partnerships and influence. A critical element of the role is securing the long-term success and sustainability of the BRC, including leading the trust's contribution to the next NIHR BRC funding round, anticipated in 2026/27, with awards expected in 2028.



Context

Moorfields Eye Hospital NHS Foundation Trust is a world leading provider of eye health services in the UK and a world-class centre of excellence for ophthalmic research and education. With more than 2,500 staff, including over 500 nurses and allied health professionals, across 21 network sites, our reputation for providing the highest quality ophthalmic care has developed over 200 years and we are proud to be supported by one of the most diverse workforces in the NHS. We provide nearly 50% of eye care across London, as well as providing care outside London in Bedford and Potters Bar. We are committed to building on our pioneering history.

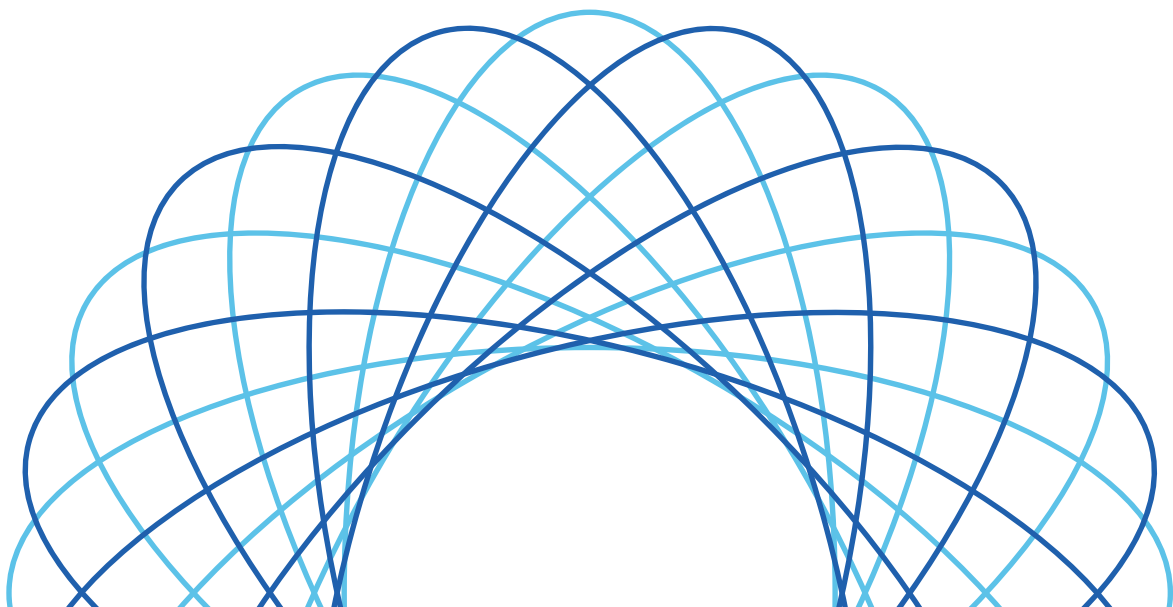
The NIHR Moorfields Biomedical Research Centre (BRC) is part of the NIHR and hosted by Moorfields Eye Hospital NHS Foundation Trust in partnership with UCL IoO. It is dedicated to pioneering discovery to transform the lives of patients facing sight loss. It's vision is to change lives across the UK and the world by preserving sight and driving equity through innovation, particularly for those with the greatest need.

We will move into our new Moorfields and UCL Centre for Eye Health next year which will continue to work closely with our other sites. This new centre will bring together Moorfields and the UCL IoO in a unique partnership providing great opportunity to fully integrate research and clinical practice.

We are also implementing a new electronic patient record called MoorConnect as part of a wider digital development programme. These major investments will support our ambitions to advance eye health through service delivery, research and education.

Working relationships

Internal	External
<ul style="list-style-type: none">• Chief executive and trust board members• Chief medical officer and medical directorate leadership• Digital clinical services division• NIHR BRC and CRF• CIO and IT department• The INSIGHT Hub• MEH executive directors• MEH NED Chairs of sub-committees of BoD• Research and development• Research nurses and teams• Clinical trials staff	<ul style="list-style-type: none">• UCL Institute of Ophthalmology• UCL/ other HEIs• NIHR BRC/CRF in NWL and nationally• National Institute for Health Research• UKRI/Charity research funding bodies• UK Research Directors Forum• HRA



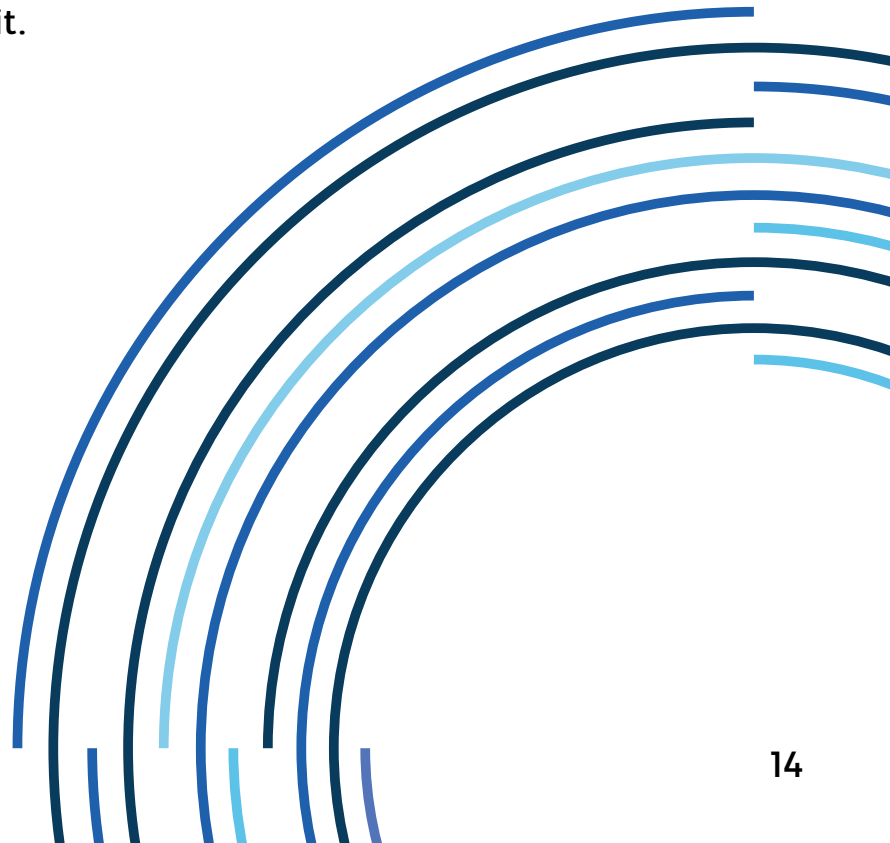
Main responsibilities

Corporate and board accountabilities

- Act as a full and equal member of the trust board, sharing collective responsibility for the leadership, governance and performance of the organisation, and ensuring delivery of its statutory duties, strategic objectives, and public purpose.
- Contribute to the development, approval and ongoing oversight of the trust's vision, long term strategy and operational plans, ensuring alignment between research, clinical services, innovation and financial sustainability.
- Provide expert advice to the Board on research, innovation and development, ensuring a strong balance between academic excellence, commercial opportunity and patient benefit.

Executive leadership of research, development and innovation

- Provide executive leadership and corporate accountability for the development, governance and delivery of research and development across the trust, ensuring it is fully integrated into the trust's wider clinical, financial and workforce strategies.
- Set and drive a clear, ambitious and commercially informed R&I strategy that maximises the trust's research income, reputation, impact and contribution to health outcomes.
- Ensure that all clinical trials and research studies comply with regulatory, legal and ethical frameworks, with effective assurance, reporting and oversight through sponsor, host and regulatory bodies.



Main responsibilities

Commercial, financial and income generating focus

- Lead the development of a strong commercial mindset across research and development, ensuring that opportunities for income generation, intellectual property, industry partnership and innovation are proactively identified and realised.
- Maximise research income from external funding sources, including NIHR, charities, industry and other commercial partners, through efficient and effective research office processes and rigorous financial management.
- Ensure rapid and cost effective study set up, minimisation of inefficiencies, and full financial transparency for MEH, UCL and industry partners, with clear performance metrics and accountability.
- Identify, develop and optimise commercial innovations, spin outs, licences and partnerships in collaboration with external stakeholders, academia and industry.

Research profile, partnerships and external influence

- Develop, promote and enhance the trust's research profile and reputation locally, nationally and internationally through strategic engagement with research networks, funders, industry and system partners.
- Build and sustain a highly collaborative senior relationship with UCL, jointly shaping the scientific and commercial agenda of the BRC, with a strong focus on delivery, impact and growth.
- Secure the long term success of the BRC through successful reapplication for funding and delivery of the agreed BRC strategy and objectives.
- Act as the accountable executive for the allocation of BRC and leveraged funding, ensuring investment is targeted towards world class experimental medicine, emerging areas of scientific opportunity and commercial potential.

Main responsibilities

Innovation, translation and patient impact

- Drive the translation of research and innovation into improvements in patient care, outcomes and experience.
- Lead the development of the BRC's industry, enterprise and innovation strategy to expand partnerships with life sciences, third sector organisations, AMRC, government funders and other major stakeholders.
- Support the aims of the UK life sciences agenda, strengthening public, patient and commercial engagement to extend the reach and relevance of trust led research.

Culture, people and inclusive leadership

- Lead and champion a trust wide culture that values research, innovation and improvement across all professional groups.
- Build capacity, capability and diversity in the future research leadership pipeline, ensuring robust succession planning across R&D and BRC roles.
- Champion equity and inclusion in research access, participation, experience and outcomes, reducing barriers to trials and ensuring research reflects and delivers for diverse populations.v

Assurance, performance and reporting

- Oversee the development and use of robust performance measures and management information aligned to NIHR, trust and UCL strategies.
- Act as the senior accountable signatory and executive lead for all formal reports to the NIHR, trust board, and UCL School of Life and Medical Sciences.
- Serve as the highly visible internal and external ambassador for the BRC and the trust's research and innovation portfolio, raising the national and international profile of MEH/UCL experimental medicine.



General duties

- 1** To comply at all times with the requirements of the Health and Safety regulations under the Health and Safety at Work Act (1974) and to take responsibility for the health and safety and welfare of others in the working environment ensuring that agreed safety procedures are carried out to maintain a safe environment.
- 2** To comply at all times with the trusts Information Governance Policy. The policy sets out the accountability and reporting arrangements for Information Governance in the trust and how assurance is provided that the trust continues to meet at least the minimum standards of information governance compliance required by the NHS Information Governance Toolkit.
- 3** Disclosure and Barring Service (DBS) (formerly CRB) checks are now a mandatory part of the NHS Six Recruitment Check Standards for all staff whom, in the course of their normal duties, may have regular access to patients and children and/or vulnerable adults. Moorfields Eye Hospital NHS Foundation trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant and an unspent conviction will not necessarily bar applicants from being considered for employment. Moorfields Eye Hospital is exempt under the Rehabilitation of Offenders Act which outlines that convictions never become 'spent' for work which involves access to patients. Failure to disclose any 'unspent' convictions may result in the offer of employment being withdrawn or if appointed could lead to dismissal. The Disclosure Barring Service (DBS) has published a Code of Practice for organisations undertaking DBS checks and the trust has developed its own DBS policy in line with the guidance.



General duties

- 4** The trust has adopted a security policy in order to help protect patients, visitors and staff and to safeguard their property. All employees have a responsibility to ensure that those persons using the trust and its service are as secure as possible.
- 5** It is the responsibility of all trust employees to fully comply with the safeguarding policies and procedures of the trust. As a Moorfields employee you must ensure that you understand your role in protecting adults and children that may be at risk of abuse. Individuals must ensure compliance with their safeguarding training.
- 6** The trust is committed to a policy of equal opportunities. A copy of our policy is available from the human resources department.
- 7** The trust operates a no-smoking policy.
- 8** You should familiarise yourself with the requirements of the trust's policies in respect of the Freedom of Information Act and comply with those requirements accordingly.
- 9** The role description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder.
- 10** All appointments within the National Health Service are subject to pre-employment health screening.
- 11** It is the responsibility of all employees to ensure that they comply with the trust infection control practises, as outlined in the Health Act 2008 and staff must be familiar with the policies in the trust's infection control manual, this includes the 'bare below the elbow policy'. Employees must ensure compliance with their annual infection control training.
- 12** You are responsible for ensuring that all equipment used by patients is clean/decontaminated as instructed by manufacturers and in line with the infection control/guidelines protocol and policy.
- 13** Any other duties as designated by your manager and which are commensurate with the grade.

Please note: The role description is a reflection of the current position and may change emphasis or detail in the light of subsequent developments, in consultation with the post holder.

Person specification

Essential requirements	How tested
<p data-bbox="137 309 635 342">Education and qualifications</p> <ul data-bbox="137 376 1182 943" style="list-style-type: none"><li data-bbox="137 376 1023 409">● Full GMC registration (with a ‘Licence to Practise’).<li data-bbox="137 465 1002 499">● Entry on the appropriate GMC specialist register.<li data-bbox="137 555 1182 633">● Higher academic degree (e.g. MD/MS or PhD or evidence of equivalent attainment in research publications).<li data-bbox="137 689 1177 813">● Recognised as a research leader with an international standing with the knowledge, experience, and capability to lead within academia;<li data-bbox="137 869 1182 943">● A successful candidate would be expected to have achieved or meet the standards for Professorial appointment at UCL. <p data-bbox="137 999 948 1032">NB. ‘Equivalence’ must be confirmed by the GMC</p>	<p data-bbox="1270 309 1458 432">Application form and certification</p>
<p data-bbox="137 1104 608 1137">Experience and knowledge</p> <ul data-bbox="137 1171 1219 2139" style="list-style-type: none"><li data-bbox="137 1171 1219 1294">● In depth understanding of healthcare organisations and academic institutions and how effectively research sits within this;<li data-bbox="137 1350 1094 1429">● Experience in research leadership including as a senior investigator;<li data-bbox="137 1485 1219 1563">● Good understanding of the research landscape both in the UK and internationally;<li data-bbox="137 1619 1219 1697">● Understanding of how to work effectively as a member of the senior leadership team and board;<li data-bbox="137 1753 1007 1787">● Knowledge of clinical and corporate governance;<li data-bbox="137 1843 1078 1877">● Understanding of quality improvement methodology;<li data-bbox="137 1933 1219 2139">● Understanding of the role and remit of the NIHR, UK NHS, university and life sciences sectors; and awareness of relevant government policy and planning documents; and the importance of clinical and research governance in clinical service delivery.	<p data-bbox="1270 1104 1458 1227">Application form and certification</p>

Person specification

Essential requirements	How tested
<p>Skills and abilities</p> <ul style="list-style-type: none">• Audit and research skills• Track record of developing and submitting applications for research funding• Ability to lead and co-ordinate clinical teams.• Ability to deliver results by effectively managing relationships with sponsors/ funding bodies/collaborators/other university/ hospital research groups• Ability to attract research funding	Application form, interview and references
<p>Personal qualities</p> <ul style="list-style-type: none">• Committed to high quality research• Excellent communications skills• Ability to lead and co-ordinate multidisciplinary teams• Strategic thinker with strong influencing and stakeholder engagement skills.• Demonstrable commitment to equality, diversity and inclusion and patient/public involvement	Interview and references

How to apply

Moorfields Eye Hospital NHS Foundation Trust has appointed Veredus, an executive search agency, to assist with this appointment.

<https://www.veredus.co.uk>

Applications should consist of:

- An up-to-date curriculum vitae, including key responsibilities and achievements.
- A supporting statement (ideally no longer than two pages of A4) outlining how your skills, experience and personal qualities demonstrate your suitability for the role, with reference to the criteria in the person specification.
- A completed diversity monitoring form and candidate supporting information form, available on the Veredus job page.

Applicants should be submitted via the Veredus website

www.veredus.co.uk/opportunities, quoting reference number 1163.

All submissions will receive an on-screen acknowledgement upon application.

If you do not see confirmation, please contact us at education@veredus.co.uk.

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

Reece D'Alanno at reece.dalanno@veredus.co.uk

Nataliya Starik-Bludova at nataliya.starik-bludova@veredus.co.uk

Closing date: 12pm on Friday, 29 May 2026

Preliminary interviews: w/c 8 June 2026

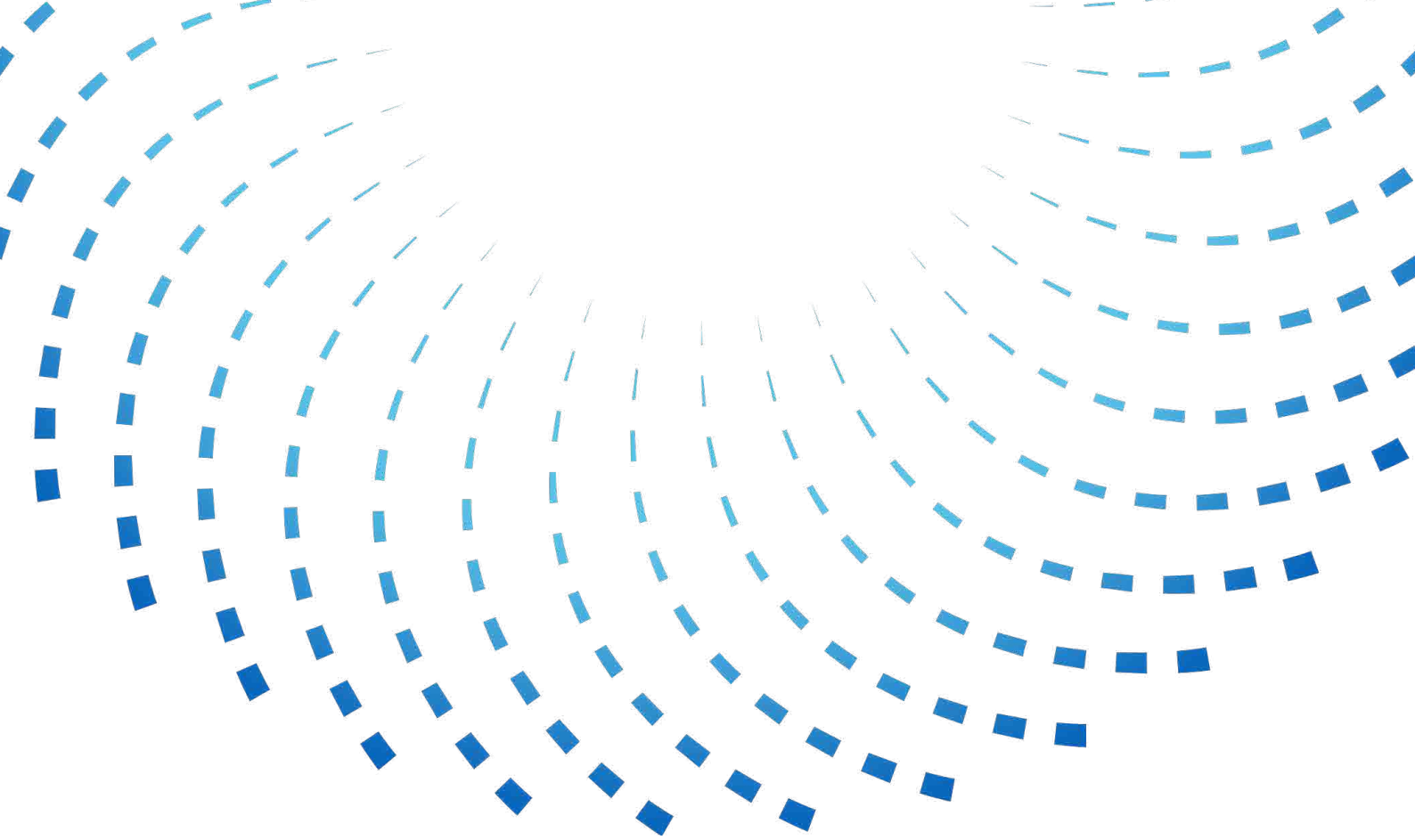
Final interviews: w/c 29 June 2026

Accessibility statement

We are committed to ensuring that our application processes are accessible to all. If you require this document in an alternative format, wish to apply in a different way, or need any reasonable adjustments (including at interview), please contact us at education@veredus.co.uk.

General Data Protection Regulation (GDPR)

At Veredus, we take care to protect your privacy. For further information, please see our [Veredus Privacy Policy](#).



**Moorfields
Eye Hospital**
NHS Foundation Trust

