



**Appointment of
Director, UCL Institute of
Ophthalmology
Candidate Pack
July 2026**

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1. Welcome from the Dean and Incoming Dean

Dear Applicant,

Thank you for your interest in the position of Director of the UCL Institute of Ophthalmology.

The UCL Institute of Ophthalmology is a world-leading centre for research and teaching in ophthalmology and vision science, delivering pioneering biomedical research and education at the forefront of eye health. Based within UCL's Faculty of Brain Sciences, the Institute brings together internationally renowned scientists, clinicians and students to advance understanding and transform outcomes for people living with visual impairment and eye disease.

Working in close partnership with Moorfields Eye Hospital, we form the largest co-located centre for eye research, education and care in Europe. This unique collaboration ensures that our work is deeply embedded in patient need, enabling us to translate scientific discovery into real-world clinical impact.

Our mission is to develop better therapies and diagnostics, and to advance understanding and knowledge in eye health. Through transformative research, we bring together scientists, clinicians and patients to make a meaningful difference to people's lives, delivering innovation from bench to bedside through excellence in research, education and knowledge exchange.

The Institute is entering an exciting new phase with the development of the Moorfields and UCL Centre for Eye Health, a state-of-the-art facility dedicated to advancing eye care, research and education. This landmark development will further strengthen our capacity to drive interdisciplinary discovery, accelerate translation, and collaborate with partners across academia, healthcare, industry and the wider community. The next Director will play a pivotal role in shaping the Institute's strategic direction at this important juncture.

This appointment represents a significant opportunity to lead a globally renowned research and teaching institute addressing some of the most pressing challenges in vision science and eye health. The successful candidate will be committed to forging partnerships and fostering collaboration within a culture that values 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 applying for this leadership role at this important time for the Institute and UCL.

Professor Alan Thompson
Dean of the Faculty of Brain Sciences and Pro-Provost
London



Professor Andrew D Dick
Incoming Dean of the Faculty of Brain Sciences





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 Institute of Ophthalmology (IoO), one of the world's foremost centres for vision research, education, and clinical translation. The Director will shape IoO's vision to remain a global leader in ophthalmic and vision science, while contributing 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 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](#):

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

Our mission is to ensure that our innovative research translates into real-world impact. This ranges 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 science.

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).

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 Institute of Ophthalmology

The UCL Institute of Ophthalmology (IoO) is one of the world's leading centres for vision research and forms part of UCL's Faculty of Brain Sciences.

World-leading Vision Research

Working in close partnership with Moorfields Eye Hospital NHS Foundation Trust, which serves the largest ophthalmic patient population in the Western world, the Institute combines internationally recognised research, education and clinical expertise to accelerate scientific discovery and translate innovation into improved patient care. Together, the Institute and Moorfields represent one of the largest co-located sites for eye research, education and care in the world, creating an exceptional environment for interdisciplinary collaboration, translational science and clinical innovation.

The Institute undertakes cutting-edge research across the full translational pathway, from fundamental biological discovery through to clinical trials and implementation in patient care. Its multidisciplinary research portfolio advances understanding of the eye and visual system while addressing major challenges in the prevention, diagnosis and treatment of eye disease.

The Institute attracts principal investigators, clinician scientists, postdoctoral researchers and research students of the highest international calibre, creating a vibrant academic community dedicated to improving vision and preserving sight.

Research Excellence

The Institute enjoys an outstanding international reputation for research excellence. The most recent Research Excellence Framework confirmed the outstanding quality of research carried out at the Institute.

UCL is consistently ranked amongst the world's top ten universities (QS World University Rankings 2010–2025) and is ranked second in the UK for research power (Research Excellence Framework 2021).

Research is organised around four strategic Research Priority Pillars:

- **Visual Neuroscience**
- **Disease Mechanisms**
- **Development and Ageing**
- **Genomic and Translational Medicine**

These are supported by four cross-cutting Expertise Domains:

- **Data and Artificial Intelligence**
- **Disease Models and Therapeutics**
- **Imaging and Functional Assessment**
- **Molecules, Cells and Multi-omics**

Together, these complementary strengths enable the Institute to develop innovative therapies while using the eye as a window into broader neurological, vascular and inflammatory disease.

For further information, please visit:

[The Institute Strategy 2025-2030](#)

[UCL Institute of Ophthalmology](#)





4. About Institute of Ophthalmology (continued)

Partnership with Moorfields and the NIHR Biomedical Research Centre

The partnership between the Institute and Moorfields has been strengthened by the NIHR Moorfields Biomedical Research Centre (BRC), one of the UK's leading translational research partnerships. Since the introduction of the NIHR Biomedical Research Centre framework in 2007, the partnership has consistently secured successive five-year BRC awards, establishing a highly successful model that integrates fundamental scientific discovery, applied clinical research, translational medicine and academic-clinical collaboration.

The forthcoming NIHR BRC renewal represents one of the Institute's most significant strategic priorities. The Director will play a pivotal role in shaping and delivering the next phase of the partnership, working closely with colleagues across UCL, Moorfields Eye Hospital and the wider research community to sustain scientific excellence, strengthen innovation and translational research, and identify wider opportunities to grow the Institute's internationally recognised research portfolio in an evolving NIHR funding landscape.

Education and Talent Development

Education is equally central to the Institute's mission. Alongside graduate research training for MD, MPhil and PhD students, the Institute delivers six highly regarded postgraduate taught programmes, supporting the development of future clinician scientists, vision researchers and academic leaders.

Scale and Global Impact

The Institute employs approximately 250 staff and generates annual income of around £27 million, including approximately £15.6 million in research funding and £4.5 million in tuition fee income. This diverse funding base supports internationally leading discovery science, translational research and world-class education in collaboration with Moorfields Eye Hospital, UCL and partners across the globe.

Through excellence in research, education, innovation and knowledge exchange, the UCL Institute of Ophthalmology continues to shape the future of vision science, advancing understanding of eye disease, preserving sight and improving the lives of patients worldwide.





5. The Moorfields and UCL Centre for Eye Health (Oriel)

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 is scheduled to open next year, is a joint initiative between Moorfields Eye Hospital, the UCL Institute of Ophthalmology and Moorfields Eye Charity. It will bring together world-leading eye care, research and education under one roof, creating one of the world's largest co-located centres for eye research, education and care and enabling us to deliver the highest quality patient care, research and education.

The new Centre will be located in London's Knowledge Quarter, one of the world's leading concentrations of scientific, cultural and knowledge-based organisations. Its location, close to King's Cross, St Pancras and Euston stations, makes it exceptionally accessible from across the UK, with connections to six London Underground lines and the London Overground. As one of the world's leading cities for science, innovation and higher education, London also provides an outstanding environment for attracting and retaining world-class specialists, technicians, researchers, educators and students.

The Centre has been co-designed in collaboration with staff and clinicians from Moorfields Eye Hospital, researchers from the UCL Institute of Ophthalmology, and patient and partner advisory groups. This once-in-a-generation opportunity will harness the expertise of all partners under one roof, enabling closer collaboration between clinicians, researchers and educators, accelerating the delivery of breakthrough treatments, advancing research and innovation, and enhancing the experience of patients, staff and students.

For the successful Director, the Moorfields and UCL Centre for Eye Health provides an exceptional platform from which to shape the future of vision research. By bringing together world-class clinical care, research and education within a single state-of-the-art environment, the Centre will strengthen interdisciplinary collaboration, accelerate translational research, attract world-leading talent and reinforce the Institute's position as one of the world's foremost centres for ophthalmic research and education.

For further information, please visit: [Moorfields and UCL Centre for Eye Health](#)





6. Role Description

Main Purpose of the Role

The Director will provide strategic, academic and organisational leadership for the UCL Institute of Ophthalmology, one of the world's leading centres for vision research, education and clinical translation. Working in close partnership with Moorfields Eye Hospital NHS Foundation Trust, colleagues across the Faculty of Brain Sciences and the wider UCL community, the Director will advance the Institute's mission to improve sight and transform outcomes for patients with eye disease.

An internationally recognised academic, either clinical or non-clinical, with a background in ophthalmology, translational vision research or a closely related field, the Director will bring a strong record of leadership across research, education, enterprise and partnership. They will shape and deliver the Institute's strategic direction, strengthen collaboration across UCL, the Faculty of Brain Sciences and other relevant faculties, and promote excellence in vision and ophthalmic research through interdisciplinary research, education and innovation.

As a UCL Professor, the Director will be expected to lead an internationally competitive research programme, secure and sustain external funding, teach and supervise postgraduate students, mentor postdoctoral researchers, and contribute to the wider academic leadership of the Faculty and University. They will foster an inclusive, collaborative and ambitious culture, supporting colleagues and students to thrive and enabling the Institute to deliver excellence across research, education, enterprise and institutional citizenship.

Given the Institute's close partnership with Moorfields Eye Hospital, the Director will require a strong understanding of the clinical landscape, including NHS governance and regulatory requirements relevant to clinical academic and research staff. They will play a key role in strengthening the Institute's international reputation, research portfolio, educational mission and translational impact.





6. Role Description

Key Responsibilities & Accountabilities

Leadership and Strategy

- Provide inspirational and inclusive leadership to advance the Institute's position as a world-leading centre for vision research, education and clinical translation.
- Shape and deliver the Institute's strategic vision, ensuring alignment with the Faculty of Brain Sciences, UCL's wider priorities and the Institute Strategy 2025–2030.
- Lead, develop and empower a high-performing academic, research, technical and professional services community, fostering collaboration, collegiality, shared accountability, and transparent approaches to workload and performance.
- Strengthen cross-disciplinary collaboration across the Institute, the Faculty, UCL and with key partners.
- Contribute actively to the strategic leadership of the Faculty of Brain Sciences, wider UCL and relevant cross-institutional forums and committees.
- Maintain transparent and effective communication across the Institute, Faculty and University, ensuring shared purpose, cohesion, and clarity in decision-making.
- Demonstrate visible commitment to equality, diversity and inclusion and promote a positive, inclusive and values-led culture.

Research, Education and Innovation

- Champion world-class, interdisciplinary research, supporting discovery science, translational research, clinical impact, strategic research initiatives and future REF submissions.
- Secure and diversify research income, supporting major grant applications, strategic funding bids, philanthropic opportunities, industry engagement and collaborative research partnerships.
- Ensure the Institute continues to deliver academically excellent, viable and competitive taught and research degree programmes.

- Promote outstanding research-led education, supervision and mentorship, ensuring an excellent experience for students, doctoral researchers and early-career researchers.

Partnership and External Engagement

- Represent and promote the Institute nationally and internationally, enhancing its profile and influence across academia, the NHS, industry, funders, philanthropic partners and wider society.
- Maintain and strengthen the Institute's strategic partnership with Moorfields Eye Hospital, including through the NIHR Moorfields Biomedical Research Centre, ensuring close alignment around research, education, innovation, clinical translation and patient-focused impact.
- Proactively identify opportunities for strategic alliances, interdisciplinary collaboration, enterprise, knowledge exchange and partnership development across the Faculty, UCL, and the wider vision research ecosystem.

Governance, Finance and Operations

- Oversee strategic and financial planning for the Institute, working with the Head of Operations, Faculty leadership and relevant UCL colleagues to ensure long-term sustainability and effective resource allocation.
- Ensure effective governance, committee structures and decision-making processes within the Institute, aligned with Faculty and UCL expectations.
- Support strategic planning for the Institute's estate, space and infrastructure, including opportunities associated with the Moorfields and UCL Centre for Eye Health.

Further Information

- Full details on the role duties and responsibilities are available in the [UCL IoO Director Role Description](#).
- [The UCL Academic Manual](#) defines the framework, governance, and expectations for academic leadership roles.



7. Person Specification

Qualifications, Knowledge and Experience

- An internationally recognised academic (clinical or non-clinical) with an outstanding record in translational vision research or a related discipline.
- Relevant experience of leading a major academic department, institute or equivalent research organisation within a world-leading university or research environment.
- A professorial track record of internationally significant research, high-impact publications and sustained success in securing major competitive research funding.
- Significant experience of leading and mentoring academic teams, including successful supervision of postgraduate research students and early-career researchers.
- Demonstrable excellence in research-led education at postgraduate level and experience of shaping academic programmes and the student experience.
- Experience of developing strategic partnerships with clinical, academic, industry, charitable and funding organisations to advance research, innovation and education.
- Experience of working successfully with NHS or clinical partners, together with a strong understanding of the clinical landscape and relevant governance and regulatory frameworks for clinical academic and research staff.
- For appointment to the Clinical Consultant Academic (CCA) pay scale: Post-CCT Consultant with full and specialist GMC registration and a current licence to practise in a relevant specialty.

Skills and Abilities

- Inspirational leadership with the ability to articulate and deliver a compelling strategic vision for the Institute.
- Proven ability to build collaborative relationships across disciplines, faculties and institutions, strengthening partnerships within UCL, the Faculty of Brain Sciences, Moorfields Eye Hospital NHS Foundation Trust and the wider research community.

- Demonstrable success in fostering interdisciplinary research, innovation and knowledge exchange that delivers academic, clinical and societal impact.
- Excellent communication, influencing and stakeholder management skills, with the ability to engage effectively with diverse audiences at the highest levels nationally and internationally.
- Strong strategic, organisational and financial management skills, with the ability to balance competing priorities and deliver complex programmes successfully.
- Ability to identify, recruit, develop and retain outstanding academic talent while fostering an inclusive, supportive and high-performing culture.

Leadership and Management Competencies

- A visible, collaborative and collegiate leader who inspires confidence, trust and shared purpose.
- Proven ability to lead large, complex academic communities through strategic change while maintaining operational excellence.
- Commitment to developing others through mentoring, empowerment and succession planning.
- Strong commitment to advancing equality, diversity and inclusion and embedding UCL's values and Ways of Working throughout the Institute.
- Ability to act as an ambassador for the Institute, the Faculty of Brain Sciences and UCL, enhancing the Institute's reputation nationally and internationally.



8. Equality, Diversity and 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 equality, diversity and inclusion across higher education and research. The UCL Institute of Ophthalmology holds an Athena SWAN Silver Award, recognising its commitment to creating an inclusive, equitable and supportive environment for all staff and students. Since first engaging with the Athena SWAN Charter in 2011, the Institute has embedded equality, diversity and inclusion across its governance and culture, with a particular focus on equality in leadership, career development and fostering a collaborative culture.

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 the Institute's [Equality, Diversity and Inclusion](#) and about [UCL Equality, Diversity and Inclusion](#).





9. 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](#).





10. 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>, quoting reference number **1183**.

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
- Reece D'Alanno on reece.dalanno@veredus.co.uk

Indicative Recruitment Timeline

The deadline for receipt of applications is **9am on Monday, 24th August 2026**.

Final interviews will be held w/c **28th September 2026**.

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

