



Role Description: London School of Hygiene and Tropical Medicine Director

LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE

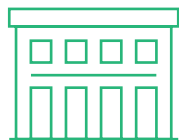


120 YEARS
of HEALTH INNOVATION
1899~2019

www.lshtm.ac.uk

Founded in 1899, LSHTM has established itself as the premier institution for global health research, education and policy

LSHTM's mission is to improve health and health equity in the UK and worldwide, working in partnership to achieve excellence in public and global health research, education and translation of knowledge into policy and practice.



LSHTM is a leading centre for research and education. It consistently ranks as one of the top institutions for research impact, international collaboration and research equity.

[Find out more about LSHTM's history and accolades](#)



Across international faculties and MRC Units, 3,000 members of staff and more than 4,000 students all work with a collective purpose to improve health worldwide.

[Find out more about about LSHTM's Faculties and MRC Units](#)

[Find out more about LSHTM's organisation structure](#)



Conducting research in over 100 countries, coupled with a collaborative ethos, uniquely places LSHTM to help shape health policy and translate research findings into tangible impacts delivering health and socio-economic benefits across the world.

[Find out more about LSHTM's global partnerships](#)



14 cross-institution School Centres and partners across the globe in Africa, Asia, Latin America and Europe drives collaborative and innovative work to tackle global health issues.

[Find out more about about LSHTM's School Centres](#)



In 2019, LSHTM had an annual operating income of £241.3m, and research income of £180m from funding sources including the UK government, European Union, Wellcome Trust and Gates Foundation.

[Read our 2019 annual report](#)

[Find out more about LSHTM's research governance](#)

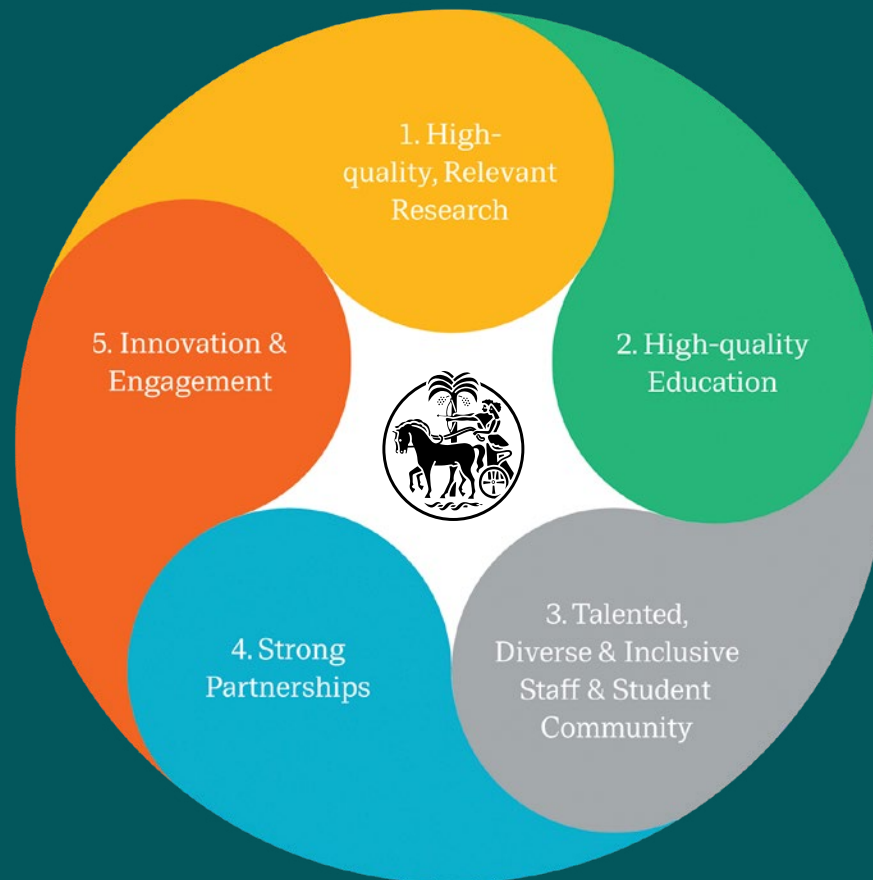


Through research, guidance and action on the ground, LSHTM has been a key player in the global COVID-19 response.

[Find out more about about LSHTM's COVID-19 research in action](#)

Impact through research excellence and education lies at the heart of LSHTM's mission and strategy

The Mission and Strategy 2017-2022 outlines how LSHTM will tackle global and public health issues through:



Impact through research excellence and education lies at the heart of LSHTM's mission and strategy

To maintain and enhance the success of the institution, LSHTM must continue to transform and strive for excellence in the face of an increasingly complex world. Looking beyond the current strategy, key future challenges will include:

Continuing to be a leader in the global COVID-19 response. LSHTM's research and education strategies will continue to be shaped by the pandemic and the uncertain future it brings in the coming years.

Navigating UK politics as Brexit continues to impose uncertainty over both the education and health sectors, particularly around staff and research funding.

Transforming teaching to take advantage of technological advances and demand for online provisions in order to develop tomorrow's public health leaders and provide the best learning experience.

Balancing long- and short-term objectives in light of new and urgent priorities shifting attention away from established programmes of work.

Streamlining the research strategy and aligning it with LSHTM's mission as research activities grow. Research strategy and investment needs to be focused to further LSHTM's position as the premier institution in the field.

Reinforcing LSHTM's commitment to the de-colonialisation agenda, equitable research and education, and the shaping of a just society. Further fostering a diverse and inclusive environment internally and advocating for social change externally.

Balancing growing research demands with limited resources. LSHTM's research strategy and investment needs to be focused and differentiated to position LSHTM as the premier institution in the field.

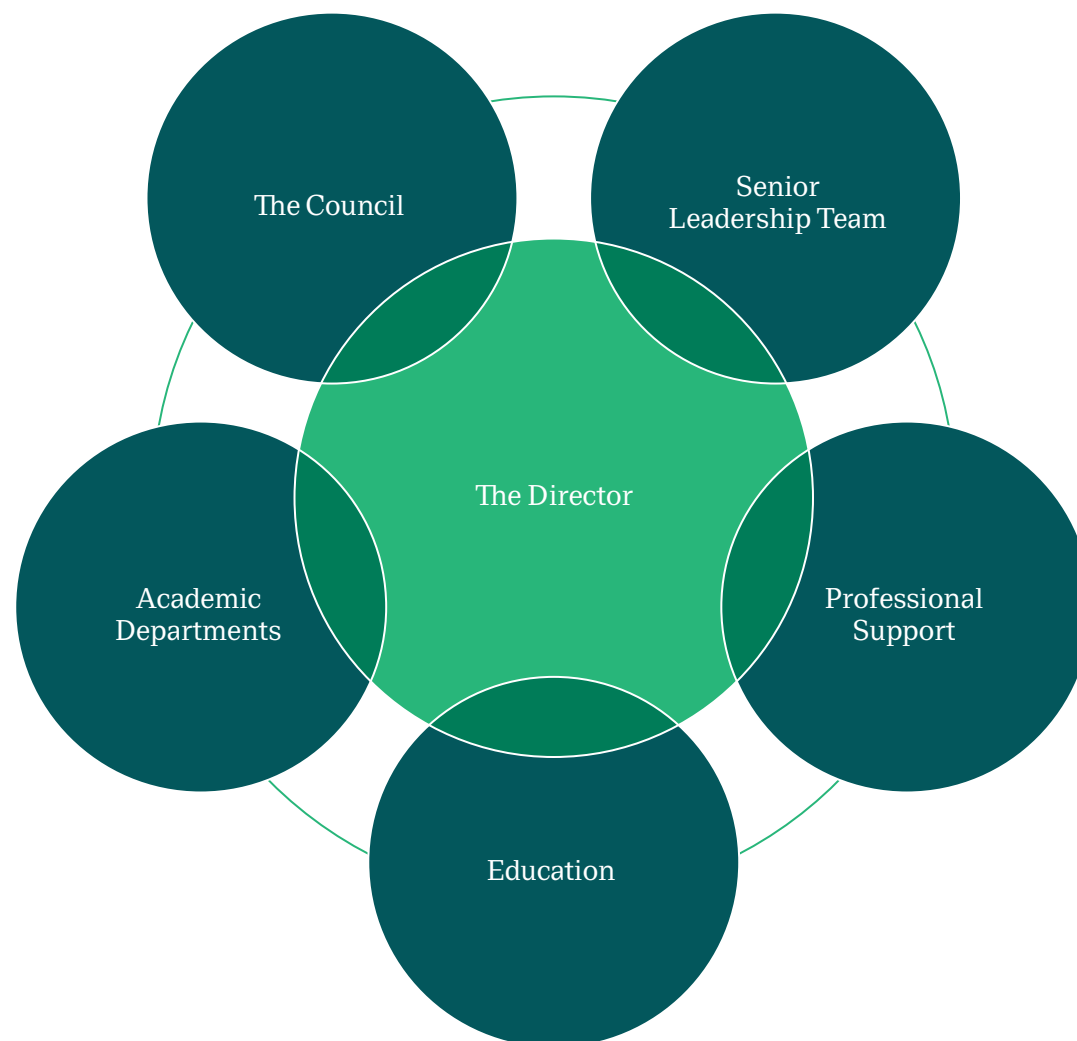
At present, the Director sits at the centre of the institution

The Council delegates a number of responsibilities to the following committees: People, Audit and Risk, Finance and Development, Nominations, Remuneration, Court and Senate.

[View detailed descriptions and full committee structure](#)

The Director is the Chief Executive of LSHTM and reports to the Council. Apart from other organizational leadership duties, the Director is also responsible for coordinating the research strategy with faculty and MRC units, the education of the students, and the overall performance of the school.

The Senior Leadership Team comprises leaders across both research and professional services and, with the Director, is responsible for the day-to-day operations of LSHTM and execution of strategy.



Core responsibilities include...

Inspirational leadership

- **Provide vision and strategy to inspire, motivate and support staff at all levels and in all regions.** Encourage and act as a catalyst to galvanise staff to achieve their full potential in research, education and delivering excellent professional services.
- **Lead by example and embed an inclusive culture,** that supports staff and engages students globally, whilst respecting the existing cultural features. To create an environment that boosts morale for the organisation as a whole.
- **Create and generate commitment to the long-term strategic vision for LSHTM,** working closely in an engaged and inclusive style with the governing body, external stakeholders and colleagues to help determine and define the next chapter of LSHTM's development as a global leader in the field.
- **Nurture and develop a strong and diverse leadership team** globally across the organisation (including all MRC Units) that delivers on the vision and instils culture, creating an environment for others to flourish.
- **Inspire the next generation of global health leaders** through the delivery of a top tier education experience for students across the globe.



Core responsibilities include...



Organisational management

- **Direct the delivery of the new strategic** plan with ambitious but appropriate objectives and targets, towards both excellence and sustainable growth, not only in London but also in units across the globe.
- **Spearhead development and implementation of the new global research strategy** in line with LSHTM's mission and purpose.
- **Propel the transformation of LSHTM's education provisions,** overseeing a significant programme of growth and maintain a commitment to improving all student experiences across the globe.
- **Provide effective management and clear direction across faculties, units and services** - including response to challenges and opportunities in an increasingly dynamic world.
- **Ensure LSHTM's financial strategy is fit for purpose** and provides long-term financial security. Including shaping fundraising strategy and aligning resources to source opportunities from non-public and philanthropic sources.
- **Oversee the recruitment academic and professional services staff** ensuring high quality appointments and the promotion of diversity and inclusion.

... spanning across the whole organisation and into society

Governance

- **Fulfil the responsibilities of the accountable officer** and ensure compliance with the regulatory bodies, funding organisations and other interested parties.
- **Ensure good governance**, effective decision-making and appropriate scrutiny of LSHTM's day-to-day business.
- **Develop and maintain an effective working relationship with the Chair of Council** in order to meet the highest standards of corporate governance, and supporting Council as it fulfils its governing body and fiduciary duty.

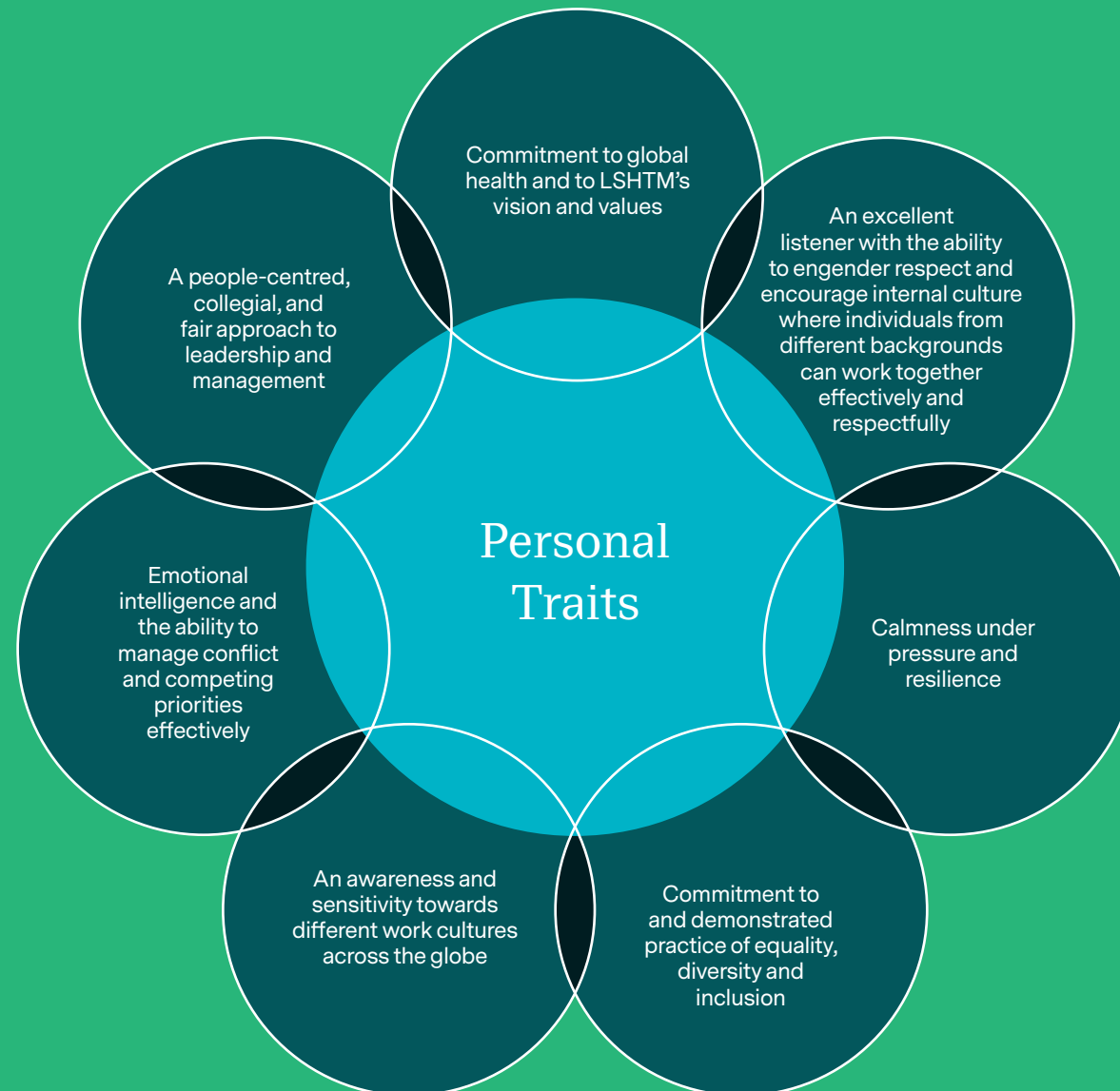


LSHTM's Keppel Street building in Bloomsbury, London.

External relationships and partnerships

- **Engage effectively with both local and international governments and policy makers**, and with other external stakeholders in the political, health, education, international development and philanthropic communities.
- **Act as an ambassador for the school**, building public perception and reputation; promote LSHTM locally, nationally and on the global stage.
- **Enhance LSHTM's prestige and reputation through the media** to all relevant stakeholders and the general public.
- **Actively participate in representative bodies**, setting standards in domestic and international policy development and implementation according to LSHTM's interests.
- **Generate and foster strategic alliances and partnerships** both nationally and internationally, with an eye towards global equity, including with other academic institutions, employers, businesses, public and third sector organisations.

Sharing the values and culture of LSHTM will be key for the successful candidate



The ideal candidate will have a proven track record

Experience	Required	Preferred
Leadership		
Proven leadership track record	●	
Successfully developed and implemented vision and strategy	●	
Developed teams to maximise potential and grow talent throughout the organisation	●	
Record of leading organisational change to ensure structure and systems are fit for purpose	●	
Understanding of inclusive practices and decolonising global public health	●	
Sectors		
Global health research	●	
Global health education	●	
Research and innovation		●
UK based institutions		●
Stakeholder engagement		
Engagement with local and global policy makers	●	
Track record of donor engagement and overseeing fundraising activities	●	
Engagement with variety of stakeholders to benefit the external profile of a major organisation		●
Geographies		
Strong international experience and working effectively across cultures	●	
Proven operation in organisations of multiple locations and cultures		●

The ideal candidate will be inspiring and strategic and well-rounded

Competencies

Thought leadership

Shaping strategy
Understanding the sector/environment
Leading innovation

Desired Skills

- Able to shape overarching strategic direction and execute in a complex internal stakeholder environment.
- Curious and knowledgeable about the world and able to make sense of complex information in order to identify future opportunities in a dynamic environment.
- Able to foster an environment for innovation and long term thinking across research, education and professional services.

Organisational leadership

Delivering results
Driving change
Building value

Desired Skills

- Strong financial literacy, political sensitivity (local and global) and able to motivate and stimulate performance in the education and research sectors.
- Able to effectively drive change, particularly those reflective of societal shifts and betterment (for example the de-colonialisation agenda), whilst maintaining the ethos and values of the organisation.
- Able to shape an organisation for high performance, ensuring all functions are fit for purpose and delivering the highest standard of education and research.
- Able to secure funds and generate new sources of income in the sector.

People leadership

Influencing collaboratively
Leading teams
Developing talent

Desired Skills

- Strong influencing and negotiating skills both internally to the organisation and externally with a diverse range of stakeholders.
- Excellent ambassadorial, interpersonal and communication skills.
- Able to motivate, inspire and empower staff at all levels of the organisation across the globe.
- Able to develop and build a diverse and inclusive leadership team sharing a collective ethos and to effectively delegate decision-making.