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Candidate brief for

Genomics England

For the position of Non-Executive Director

June 2025

Contents

Introduction

Thank you for your interest in Genomics England and the role of Non-Executive Director.

Our mission is to provide the evidence and digital systems so that by 2035 genomics could play a role in up to half of all healthcare interactions, whilst securing the UK's position as the best place to discover, prove and benefit from genomic innovations. We are accelerating our impact and working with patients, doctors, scientists, government and industry to improve genomic testing, and help researchers access the health data and technology they need to make new medical discoveries and create more effective, targeted medicines for everybody

We're on the cusp of big changes with the real prospect of genomics becoming the fabric of everyday healthcare through the lifetime – from birth to old age.

We are now looking for a candidate with significant experience at executive and non-executive level of leading technology transformation and demonstrable expertise in scaling digital platforms in the healthcare sector or other industries (either from an applications and machine learning, and/or from an architecture and infrastructure perspective) to join our Board.

We already have an exceptional Board, with a wide range of experience and capabilities. Every member of the Board has a passionate interest in and responsibility for our technology estate, but this remains a vital expert role and we are excited to encourage a leader in the field to join us.

I hope you will embrace the challenge.

Baroness Nicola Blackwood

Chair

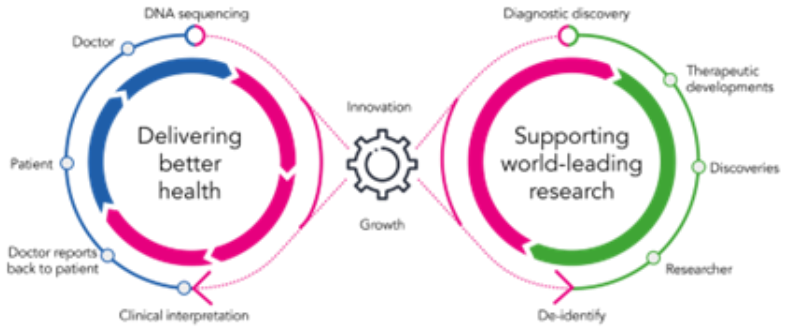
Background

ABOUT GENOMICS ENGLAND

Genomics England is a global leader in enabling genomic medicine and research, focused on creating **a world where everyone benefits from genomic healthcare**. Genomics is a ground-breaking area of medicine that uses our unique genetic code to help diagnose, treat and prevent illnesses.

Building on the 100,000 Genomes Project, we support the NHS's world-first national whole genome sequencing service and run the growing National Genomic Research Library, alongside delivering numerous major genomics initiatives. By connecting research and clinical care at national scale, we enable immediate healthcare benefits and advances for the future.

Genomics England is wholly owned by DHSC with the Secretary of State as our only shareholder. We work hand-in-hand with the seven NHS Genomics Laboratory Hubs across England, and the National Genomic Medicine Services team.



Genomics England plays a unique role as **the data and evidence engine for national genomic healthcare, research and innovation.** Our specialist **national digital infrastructure** links routine NHS care to research and innovation through the National Genomic Research Library. This creates a virtuous cycle and a **repeatable blueprint for testing innovations** and supporting their rapid adoption in the clinic. This means the UK can innovate at pace and lead the way in genomics, for example **our work with leading AI companies** such as DeepMind and our **Generation Study**.

We combine this with our unique expertise in **ethics, equity and public engagement**, ensuring innovations are tested and rolled out equitably, aligned with public expectations, and that we remain a trusted data custodian. We are helping **tackle persistent health inequalities**, including embedding the learnings and impact of our **Diverse Data** programme.

Our aims

- To bring benefit to patients
- To create an ethical and transparent programme based on consent
- To enable new scientific discovery and medical insights
- To kickstart the development of a UK genomics industry

THE STORY BEHIND US AND THE 100,000 GENOMES PROJECT

Genomics England began as a vessel to execute the UK Government's bold plan to sequence 100,000 whole genomes and incorporate genomic medicine into routine care in the NHS, a feat we achieved in 2018 after just 5 years.

Though recruitment to the Project has ended, its impacts are still being realised – transforming the way people are cared for and bringing advanced diagnosis and personalised treatments to those who need them.

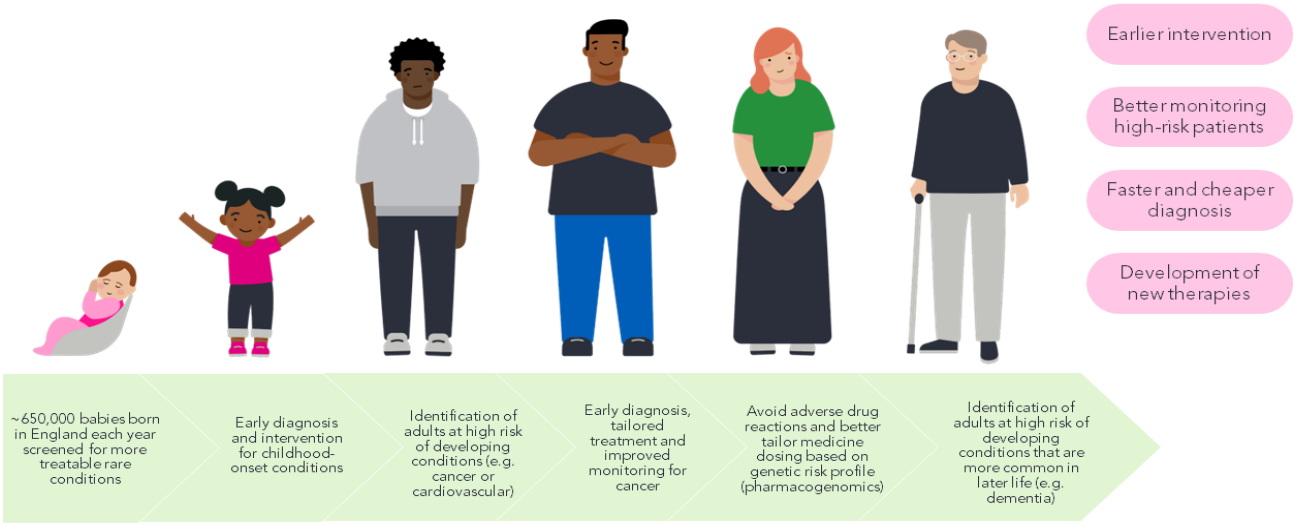
Key facts

18.5%
of data turned into actionable findings

20-25%
of rare disease patients have received actionable findings

~50%
of cancer cases contain the potential for a therapy or clinical trial

A future where genomics is used across a lifetime



Strategy

Our vision is a world where everyone benefits from Genomic healthcare.

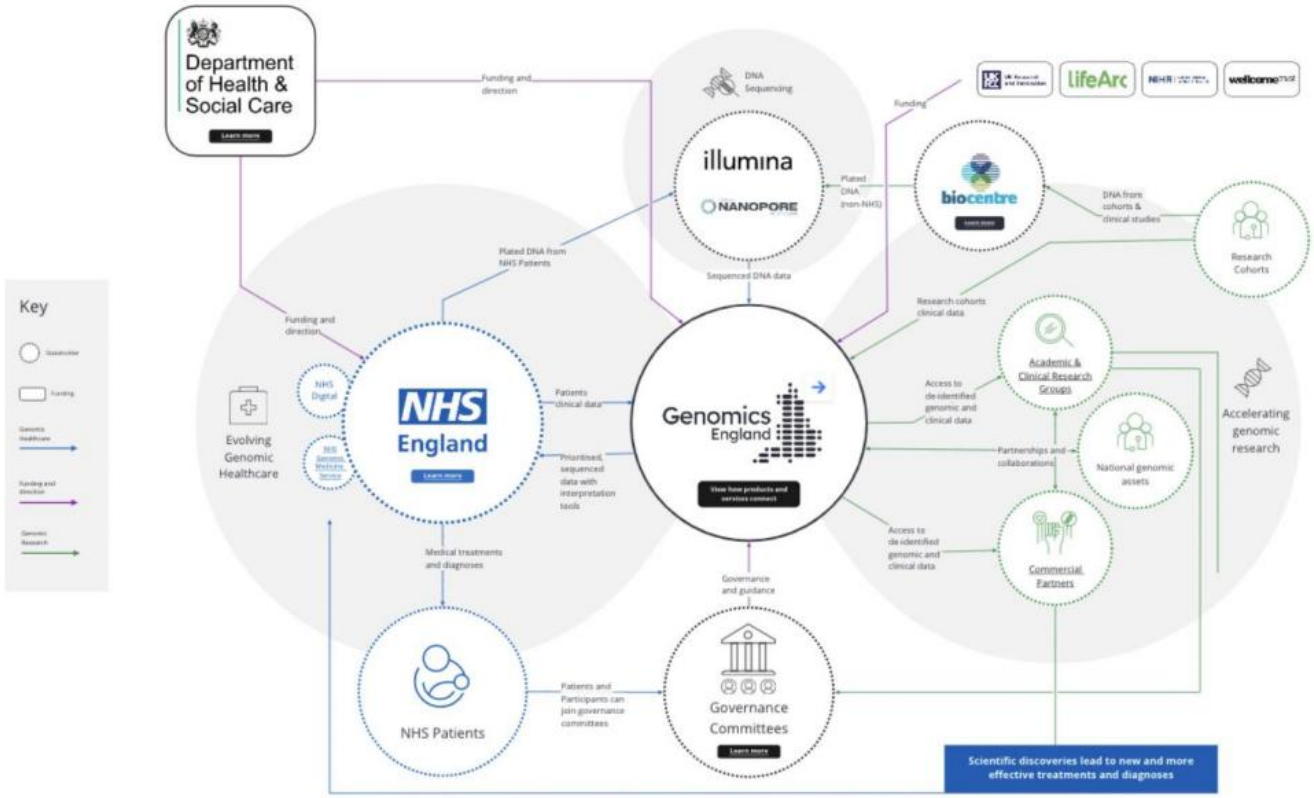
We work in partnership with others, by delivering services through which genomic data and research are translated rapidly into clinical insights and new research and medicines, driving better outcomes in the NHS and, indirectly, other healthcare systems around the world. We measure our success by the real-world outcomes we enable or achieve directly.

Our mission is to:

- Provide the evidence and digital systems so that by 2035 genomics could play a role in up to half of all healthcare interactions secure the UK's position as the best place to discover, prove and benefit from genomic innovations.
- Our role is to act as the data and evidence engine for national genomic healthcare, research and innovation to create a virtuous cycle and a repeatable blueprint for testing innovations – and develop evidence to support rapid adoption to improve health.

How do we fulfil our mission

As set out in the Genome UK Report, we are part of a vibrant Genomic ecosystem. In this environment we hold a unique position based on our success with the 100,000 Genomes Project, development of innovative genomic and bioinformatic technologies, and by being focussed on bringing clinical benefit to patients via our NHS partnership. We work in partnership with the NHS, our participants and others across the ecosystem – including researchers from academia and the life sciences industry, startups and specialist technology and healthtech companies, regulators, policy makers and funders.



Our initiatives

Cancer 2.0 (just wrapped up)
Since the launch of the 100,000 Genomes Project, researchers and clinicians partnered with Genomics England to collect and analyse genomic and long-term clinical data (from health records) to gain insight into the nature of genetic changes that drive cancer evolution.

In the latest step of our cancer programme, we explored two new technologies for the clinic and research: long-read sequencing and multi-modal data. Through this we:

- Accelerated global research through the world's largest public long-reads cancer dataset
- Forged a pathway to faster, more comprehensive cancer diagnosis.
- Advanced tools for cancer investigation.
- Validated technical capabilities for next-generation research.

Diverse Data
Our vision is that all patients, regardless of their background, receive the same quality of genomics-enabled personalised medicine, supported by the latest research on people like them. You can view our Diverse Data strategy paper here. We have just reached 10,000 participants in this study.

The Generation Study: a newborn genomes programme
In summer 2024 we launched the Generation Study, which aims to sequence the genomes of 100,000 newborns to look for a specific set of rare genetic conditions that affect babies and can be acted on.

We have already recruited 10,000 families to the study, which is currently being offered to mothers in 30 hospitals and counting.

Participant panel and their stories

Participants in genomic medicine and research come from a variety of backgrounds but share a common interest in wanting the benefits of genomic medicine to be available quickly and widely – for themselves, their families, their communities and society as a whole.

In return, we make sure that participants have a say in how their data is shared and in shaping the programmes that use it, because it leads to better decisions about how genomics can have an impact on our healthcare and our lives.

Read here for participants who share their stories on how genomic testing and medicine impacted their lives, including what getting a diagnosis meant for them: https://www.genomicsengland.co.uk/patients-participants/stories

Further documents

- Genomics England Annual Report 2022
- Genome UK: The Future of Healthcare
- Life Sciences Vision 2021
- Accelerating Genomic Medicine in the NHS (2022)
- Data Saves Lives
- GENOMICS ENGLAND LIMITED Companies House
- Genomics England Board

Job description: Non-Executive Director (tech)

Genomics England is a global leader in enabling genomic medicine and research, focused on creating a world where everyone benefits from genomic healthcare. Building on the 100,000 Genomes Project, we support the NHS's world-first national whole genome sequencing service and run the growing National Genomic Research Library, alongside delivering numerous major genomics initiatives. By connecting research and clinical care at national scale, we enable immediate healthcare benefits and advances for the future.

Our mission is to provide the evidence and digital systems so that by 2035 genomics could play a role in up to half of all healthcare interactions, whilst securing the UK's position as the best place to discover, prove and benefit from genomic innovations. Behind the Healthcare and Research outcomes, Genomics England delivers through designing, developing and operating complex healthcare software systems. This Non-Exec should be born out of that world with a strong grasp of the challenges and opportunities we face, in order to support the newly appointed CTPO role in the executive. Today over half our headcount are directly involved in the delivery of software from Product, Design, Engineering and BioInfomatics to Data Engineering, Architecture and Service Management.

We are accelerating our impact and working with patients, doctors, scientists, government and industry to improve genomic testing, and help researchers access the health data and technology they need to make new medical discoveries and create more effective, targeted medicines for everybody.

Non-Executive Board Members, through their membership of the Board of Genomics England and any relevant sub committees, contribute to the effective strategic and operational leadership of the organisation and provide challenge and support to a wide variety of management and operational issues.

Key accountabilities are to:

- Oversee Genomics England's strategic direction and make key decisions on policy.
- Ensure Genomics England is properly run and has effective internal controls.

Key responsibilities are to:

- Support the Chair of Genomics England to examine, challenge and support the operational delivery and commercial implications of policy proposals, major projects and programmes, strategic and organisational issues.
- Provide specific challenge and support to the design and operational delivery of digital platforms and underpinning tech stack including through support of the external advice from the Technology Advisory Group
- Bring an independent perspective to the work of Genomics England, with specific recognised subject matter expertise.
- Champion an open, honest, and transparent culture within the organisation.
- Ensure that the organisation values diversity and demonstrates equality of opportunity in its treatment of staff and service users and in all aspects of its business.
- Contribute effectively to discussions on the leadership and performance of Genomics England at Board and Executive/Non-Executive meetings.
- Work with the Chair and the senior management team to scrutinise Genomics England's management information to ensure performance and delivery of the Annual Business Plan, and that other key objectives are ambitious and achievable.
- Contribute as chairs or members of Board sub-committees within Genomics England's corporate governance framework.

Essential criteria:

- Demonstrable expertise of scaling services on digital platforms in the healthcare sector or other industries (either from an applications and machine learning perspective, and/or from an architecture and infrastructure).
- Significant experience at executive and non-executive level leading tech transformation.
- Strong communication skills, including the ability to offer challenge and support in a constructive, straightforward, and open manner.
- An ability to influence effectively in complex organisations operating in a political environment.
- The ability to challenge and support the development of strategies and policies.
- A strong commitment to the highest ethical standards of integrity and honesty.
- A solid appreciation of risk management.

Desirable criteria

- Demonstrable experience of leading growth businesses, in a leadership role.
- Previous executive experience leading a software engineering/product delivery function/organisation.
- Senior-level experience and knowledge of effective governance in complex organisations in the private and/or public sectors – preferably at board level.

Genomics England is actively committed to providing and supporting an inclusive environment that promotes equity, diversity and inclusion best practice both within our community and in any other area where we have influence. We are proud of our diverse community where everyone can come to work and feel welcomed and treated with respect regardless of any disability, ethnicity, gender, gender identity, religion, sexual orientation, or social background.

Appointment: This is a Ministerial appointment.

Remuneration: this role attracts £7,883 per annum. It is non pensionable. Reasonable expenses are payable.

Term of appointment: Three years, renewable for a further term, and in exceptional circumstances renewal for a third term.

Time commitment: the anticipated time commitment is a circa 15 to 20 days per annum. The role involves attendance at Board and at least one of the sub-committees of the Board, providing advice as required, preparation time, travel and some work outside of meetings.

How to apply

KEY DATES

Closing date for applications – Monday 21st July 2025

Selected candidates will be invited to attend stakeholder meetings and a final interview with Genomic England due to be held in September 2025.

HOW TO APPLY

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include referee details which cover six years of your most recent employment. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at: www.odgers.com/94010

If you are unable to apply online please email: 94010@odgers.com

All applications will receive an automated response.

Any postal applications should be sent direct to Peter Mason, Odgers, 20 Cannon Street, London, EC4M 6XD.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist the Genomics England in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

PERSONAL DATA

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to

process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

DUE DILIGENCE

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

CONTACT DETAILS

For a conversation in confidence, please contact: Carmel Gibbons or Peter Mason via vicky.graham@odgers.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact vicky.graham@odgers.com.

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us response.manager@odgers.com

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