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Candidate brief for

Genomics England

For the position of Non-Executive Director

December 2025

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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 throughout the lifetime – from birth to old age.

We are now looking for a candidate with significant financial & audit leadership expertise, ideally with experience at executive and non-executive level of audit committees. The successful candidate should demonstrate the capability to add value to our Board beyond the financial and audit expertise, bringing a track record of leadership within organisations and industries of comparable scale and complexity and able to play an important ambassadorial role for Genomics England both internally and externally.

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 work. This is a vital board role we are excited to encourage a leader of outstanding capability to join us.

I hope you will embrace the challenge.

Baroness Nicola Blackwood

Chair

Background

ABOUT GENOMICS ENGLAND

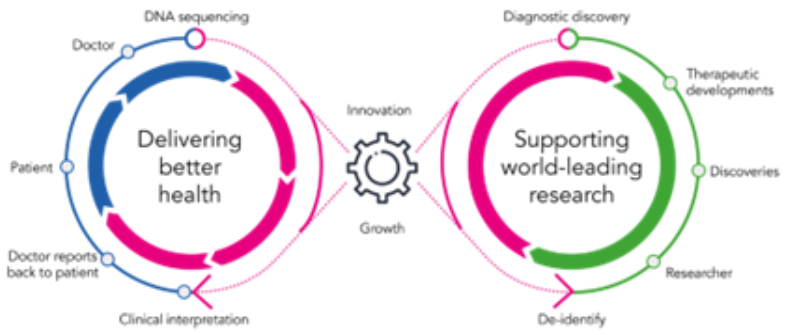
Genomics England is a global leader in enabling genomic medicine and research, focused on creating **a world where everyone benefits from genomic healthcare**. Genomics is a ground-breaking area of medicine that uses our unique genetic code to help diagnose, treat and prevent illnesses.

The UK is a world leader in genomics, and British scientists and healthcare professionals have been at the heart of the global genomics revolution so far. From uncovering the structure of DNA to contributing to the first sequencing of the human genome and delivering landmark initiatives like the 100,000 Genomes Project, the UK has consistently led the way, backed by long-term government investment and support.

Today, Genomics England supports the UK's continued leadership by:

- pioneering the world's first national whole genome sequencing service embedded in routine clinical care — and linking it to ongoing research
- delivering the Generation Study, a world-first national-scale research study to explore newborn genome sequencing
- managing the National Genomic Research Library, which houses one of the richest whole genome sequencing datasets available.

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.

THE STORY BEHIND US AND THE 100,000 GENOMES PROJECT

What began with the 100,000 Genomes Project more than a decade ago sparked something bigger. Since Genomics England was formed in 2013, we have developed expertise that drives data and evidence generation to advance genomic healthcare, research, and innovation nationally. This includes:

- Building and running digital systems that support the NHS's national diagnostic whole genome sequencing service, and provide approved researchers with access to the National Genomic Research Library
- Developing evidence to support adoption of genomic innovations — ranging from finding answers for patients and discovering new scientific insights, to testing the latest algorithms and running large-scale research studies like the Generation Study establishing expertise in ethics and engagement to ensure that genomic advances align with public views and expectations, the benefits are felt equitably, and we work with the Participant Panel at Genomics England to keep participants' interests at the heart of everything we do.

Together, this growing expertise has supported our transition over time — from an organisation focused on delivering a single project to one managing multiple services and programmes aligned with our overarching vision and mission.

Strategy

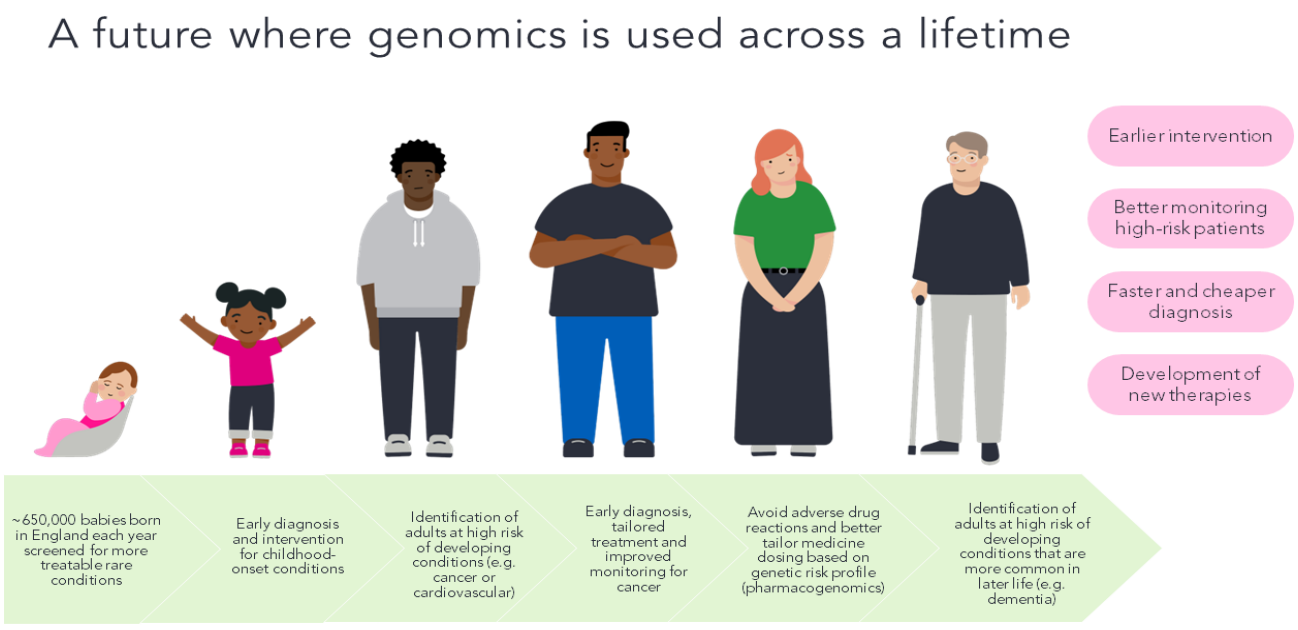
Our vision is a world where everyone benefits from genomic healthcare.

This shared vision with the NHS sets the direction for what we want to achieve with our partners on a national scale.

Our mission is to provide the digital systems and evidence so that by 2035 genomics could play a role in up to half of all healthcare interactions, and the UK's position as the best place to discover, test and benefit from genomic innovation is secured.

Our mission outlines how we as an organisation will contribute to get us there.

Crucial to our impact is the way our work connects and builds over time, so every project, collaboration and achievement strengthens the next.



How we fulfil our mission

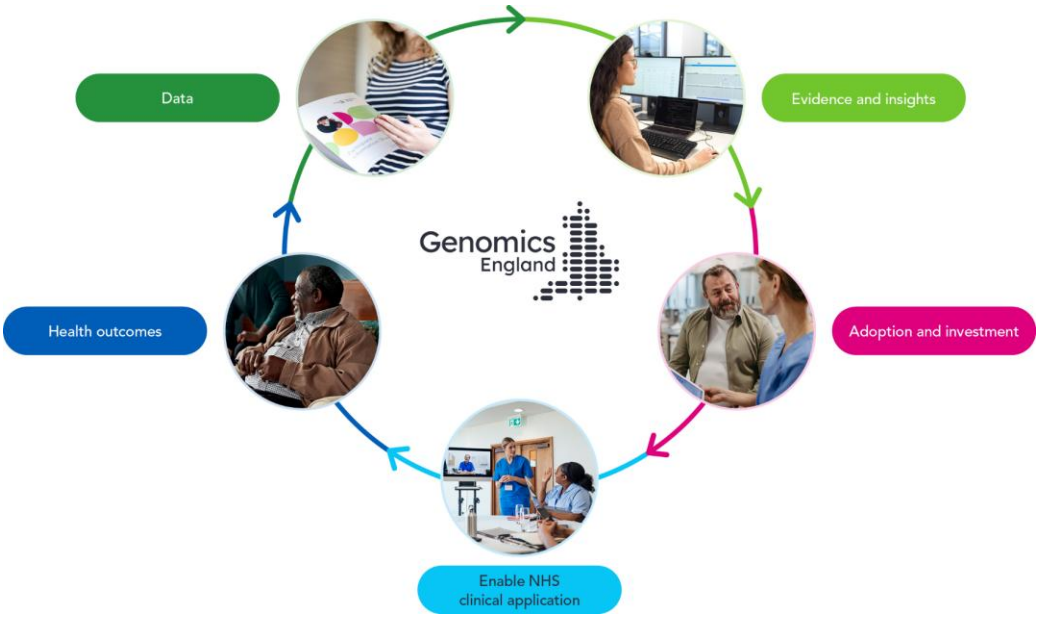
More data: With more NHS patients and participants taking up the offer of genomic sequencing and storage of their genomic and health data in the National Genomic Research Library, our world-leading dataset continues to grow and evolve.

Better evidence and insights: The growth of this dataset, and the number of approved researchers who use it, helps advance our understanding of disease and deliver insights to support the development and testing of new diagnostics, technologies and therapies. Through groundbreaking initiatives such as the Generation Study, we are also building the evidence to support the adoption of proven genomic innovations into routine clinical care.

Increased adoption and investment: The wider adoption of genomics across healthcare attracts increased investment from government, the NHS and industry — from large pharmaceutical and biotech companies to small and medium sized enterprises (SMEs). This momentum aligns with our mission, to support the role of genomics in up to half of all healthcare interactions and secure the UK's position as the best place to discover, test and benefit from genomic innovation by 2035.

Expanded clinical application in the NHS: The knowledge and evidence generated by our programmes, those accessing data in the National Genomic Research Library or elsewhere can be rapidly adopted at national scale, translating into improved diagnostics and treatment and more personalised care in the NHS.

Improved health outcomes: More personalised diagnosis, treatment and care results in better health outcomes, and in turn builds trust in the value of genomics for patients, research participants and the public.



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 (wrapping up)
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 finished recruitment for this study, having reached 13,000+ participants.

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 26,000 families to the study, which is currently being offered to mothers in 52 hospitals and counting.

Adult Population Genomics Programme

This programme will be delivered in partnership with the NHS, offering adults the opportunity to have their genome mapped. It will generate evidence and build digital infrastructure to support decisions by policy makers and the NHS on how pre-emptive genomic testing is best adopted to improve health outcomes for the adult population. This will embed genomics in routine care to deliver real-time benefits to patients whilst

catalysing the build of digital systems to return genomic insights at the point of care – and link data with clinical outcomes.

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

- Life Sciences Sector Plan (2025)
- NHS 10 Year Health Plan (2025)
- Genomics England Annual Report 2022
- GENOMICS ENGLAND LIMITED Companies House
- Genomics England Board

Job description: Non-Executive Director (Finance)

Genomics England is a global leader in enabling genomic medicine and research, focused on creating a world where everyone benefits from genomic healthcare. 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 looking to expand our Board with a finance expert. The candidate should have accounting qualifications, with a strong grasp of the challenges and opportunities the life sciences and healthcare sectors and face.

The Non-executive Director is accountable for overseeing Genomics England's strategic direction and make key decisions on policy. They should be a strategic thinker, and in a position to provide independent advice, positively and constructively, to support Genomics England's decision-making, internal controls and governance processes.

JOB SPECIFICATION

Key responsibilities are to:

- Support the Chair of Genomics England to examine, challenge and support the operational delivery and implications of spending review outcomes, budgetary decisions and audit of major projects and programmes, with a clear understanding of strategic, organisational and ecosystem priorities.
- Provide specific challenge and support to GEL financial decisions and monitoring.
- 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 Audit Committee 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.

Person specification

ESSENTIAL CRITERIA:

- Relevant financial (chartered accountancy or auditing) qualification
  - Such as: ACA, ACCA, CIMA, CPA, or international equivalent (e.g., US CPA, CA in Commonwealth countries).
- Recent and relevant financial experience analysing financial statement and demonstrating the exercise of good financial management disciplines with the ability to advise on complex organisational financial transactions.
- An understanding of the importance of risk management and audit to good governance, with the ability to develop and review internal controls and risk management systems.
- Experience of public funding, partnerships, and long-term financial sustainability.
- Skilled in board-level oversight and able to challenge/support executives constructively.
- Credible with government, NHS, funders, and industry partners.
- Committed to public good, transparency, and ethical stewardship.
- Significant experience at executive and non-executive level as a finance executive, and prior service as member of an Audit Committee.
- 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.

DESIRABLE CRITERIA

- Experience in life sciences such as health and / or pharma
- Previous executive experience leading a life sciences or healthcare organisation.
- Senior-level experience and knowledge of effective governance in complex organisations in the private and/or public sectors – preferably at board level.
- Independence (as defined by the UK Corporate Governance Code – no material relationships in last 3–5 years).
- Strong commercial judgement and ability to challenge executive management constructively.

Appointment: This is a Ministerial appointment.

Remuneration: this role attracts £7,883 per annum. It is non pensionable and payable via PAYE. Reasonable expenses are also payable in accordance with our Travel and Expenses Policy but expenses incurred in relation to travel to our London office are taxable.

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 the Audit Committee, providing advice as required, preparation time, travel and some work outside of meetings.

How to apply

KEY DATES

Closing date for applications – Wednesday 21 January 2026.

Selected candidates will be invited to attend stakeholder meetings and a final interview with Genomics England due to be held in Early March 2026.

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/95030

If you are unable to apply online, please email: 95030@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 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 UK 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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