



Chief Executive Officer

Candidate Pack

October 2025



Tall Roots

Welcome

Dear Candidate,

Thank you for your interest in becoming the next Chief Executive of In2scienceUK, a pivotal role that will build on our strong foundations and shape the next chapter of our growth and impact.

In2scienceUK is a national charity dedicated to empowering young people from disadvantaged backgrounds to progress into STEM education and careers. What began as a small initiative supporting ten students in London, over the last 15 years we have grown significantly in both scale and influence. Last year alone, we supported 972 participants, providing over 58,000 hours of in-person placement experience across 67 partner organisations nationwide.

At In2scienceUK, we place a strong emphasis on measuring the impact that our STEM placement programmes have on our students. We are also rich in data, which offers the potential to provide valuable insight to funders and partners seeking to understand access to STEM and the intersectional barriers that persist.

Partnership and innovation are central to our success, as is the quality of our work. We work closely with universities, employers and funders to design programmes that not only transform individual lives but also start to drive systems change. We are ambitious about strengthening and diversifying these partnerships, expanding our reach and testing new models that create measurable impact for young people and for the STEM sector as a whole.

The experiences and voices of our young people guide everything we do. Their feedback shapes programme design and delivery, ensuring our work remains responsive and relevant. We're proud to have an alumni of past beneficiaries who remain connected to our charity, and we have also recently created a development opportunity that provides those who have an ambition to serve in a

governance capacity with the relevant Board skills so that they can apply to become a trustee in the future.

We are now seeking an inspiring leader who can build on the strengths of the team and develop the vision and programme to lead In2scienceUK into its next phase of growth. The ideal candidate will bring a strong track record of delivering impact and innovation, with the ability to build strategic partnerships, influence diverse stakeholders and inspire a talented, fully remote team to achieve excellence together.

You will combine entrepreneurial drive with a deep commitment to equity. You will also have a clear understanding of the principles of good governance, and be able to demonstrate excellent judgement for how those principles should be applied in our context.

Knowledge of, or networks in, STEM, social mobility or higher education would be an advantage, although we also welcome leaders from other sectors who share our purpose and bring transferable skills. We are open to both experienced CEOs and senior leaders ready for their first chief executive role, and we particularly welcome applications from people with lived experience of socioeconomic disadvantage.

This is an exciting and defining moment to join In2scienceUK. With a dedicated team, a forward-looking Board and a compelling mission backed by evidence of impact, we are poised to expand our reach and strengthen our role as a leading voice in STEM access and inclusion. If you share our passion for innovation, collaboration and social change, we would be delighted to hear from you.

Warm regards,

Jonathan Flowers, Chair of the Board

Vicky Pope, Vice Chair and Chair Designate

About In2scienceUK

Established in 2010 and founded by Dr. Rebecca McKelvey, In2scienceUK exists to unlock the potential of young people from low socioeconomic backgrounds and boost diversity and inclusion in the sector to ensure the UK remains at the forefront of STEM industries.

We are the only national STEM organisation to focus solely on supporting low socioeconomic students across the breadth of STEM subjects into education and careers.

We provide valuable STEM opportunities and continued support to our beneficiaries throughout their journey to STEM careers, and foster knowledge and confidence to empower participants. Our programmes provide holistic support to all students, rather than a single intervention e.g. mentoring, work placements, workshops, and we provide continued support.

Our impact is independently validated by external analysis and auditors using UCAS Outreach Evaluator, and we exceed many of our contemporaries on impact.

Our Mission

We break down barriers preventing young people from low socioeconomic backgrounds from accessing STEM opportunities. Through placements, mentorship, and workshops, we equip students with knowledge, skills, and confidence to pursue STEM education and careers.

Our Vision

We envision a society where every young person, regardless of background, thrives in STEM. Success is defined by talent and commitment, not circumstance, and where innovation is driven by diverse voices of future researchers and engineers.

The Challenge



Who progresses to university?

1 in 3 students

from low-income households

1 in 2 students

from higher income households

(Fair Education Alliance, 2024)



The STEM skills shortage is projected to cost the UK

£120 billion

by 2030

(CK Group, 2024)

Who starts a **postgraduate degree** by the age of 30?



1 in 25

state school students from the poorest 20% of families

1 in 5

state school students from the richest 20% of families

1 in 4

privately educated students

(Institute for Fiscal Studies, 2020)



Our programmes

We receive thousands of participant applications each year, providing over 900 individuals with transformative STEM opportunities each year and continuing to support hundreds of alumni with their progression to STEM degrees and careers. Collaborating closely with researchers and industry professionals, our participants gain hands-on experience, mentorship, workshops and more.

Notably, 95% of programme participants have pursued STEM degrees—a testament to our commitment to inclusivity. In2scienceUK welcomes students of all levels studying STEM subjects, regardless of their background or academic standing.

In²STEM

Summer programme for Year 12 and S5/6 students

In2STEM is a fantastic opportunity for 16-19-year-olds (Year 12 or S5/S6) passionate about STEM. The programme includes a work experience placement, skills and employability workshops and competitions.

In²research

Suitable for second-year undergraduates and onwards

In2research is a year-long programme to improve access to postgraduate research degrees and careers through mentorship, workshops, away days and a funded 8-week placement. Many of our alumni have gained further opportunities through their academic connections.

In²careers

Continued career support for anyone over 16 years old

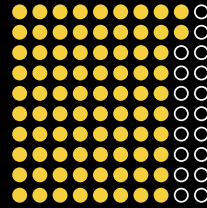
Since its launch in May 2023, In2careers has growth with the support of collaborations such as the Royal Society and Ricardo. We now support hundreds of alumni with mentorship, careers webinars, in-person events and other opportunities.

Our Impact in 2024

972
participants

82%

of participants from
ethnic minorities



783

volunteers



58,527

hours of in-person placement
experience across all programmes

Over

2,180

In2careers alumni



67

partner
organisations



It was an incredible opportunity for me to be able to showcase my research interests, as well as speak to people, network and sign up for work experience opportunities. It was also nice being able to build a stronger In2scienceUK community with those I was presenting alongside.”

Charish

In2careers member



My generation of my family is the first one to actually go to university. It’s helped me with my communication and confidence. In2STEM has made me sure that I do want to move on to university. It has just shown me how many options and different paths there are that I could go on to. I would really recommend it!”

Abeeha

In2STEM participant

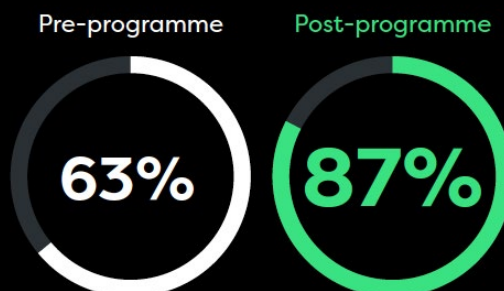
In²STEM

Students who understand the content and structure of a range of STEM degrees and apprenticeships

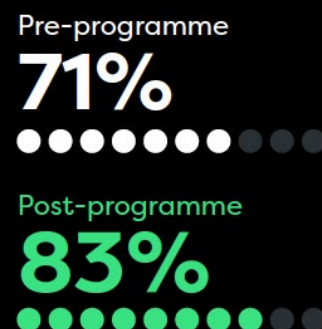


Pre-programme
53%
Post-programme
85%

Students who feel confident introducing themselves to a STEM professional



Students who felt sure of their career aspirations



In²research

Participants who understood what the day-to-day of postgraduate research involves



Pre-programme
16%
Post-programme
93%

45% of participants had been offered research-related opportunities, such as co-authorships, presenting at conferences and internships

85% of these said they only secured these opportunities because of In2research



96% said they gained technical skills through the placement



61% are planning to apply for PhDs



In²careers

18 organisations involved in industry mentoring



1050 new sign-ups



14 in-person events



22 workshops



7 networking events



Job Description

Job Title:	Chief Executive
Reporting to:	Board of Trustees
Responsible for:	Team of 18 through three direct reports (Head of Programmes, Head of Development & Communications and Head of Operations)

Role Overview

In2scienceUK is at an exciting moment in its development. Following a period of organisational strengthening, we are ready to consolidate our position and build on our strong foundations to grow our impact further. The Chief Executive will lead this next phase, steering the charity with clarity, creativity and ambition as we expand our reach, deepen our partnerships and enhance our influence nationally.

The Chief Executive will be responsible for shaping and delivering In2scienceUK's strategy, ensuring the organisation continues to support young people from disadvantaged backgrounds to access, thrive and succeed in STEM. They will lead a talented and fully remote team, fostering collaboration, motivation and a shared sense of purpose across the organisation.

The role combines strategic leadership, external engagement and operational oversight. The Chief Executive will drive innovation across our programmes, strengthen financial sustainability and cultivate partnerships with universities, funders, employers and policymakers. They will also act as a visible ambassador for In2scienceUK, representing the charity's voice in national conversations on STEM access and social mobility.

This is a wide-ranging and impactful leadership role, ideal for someone who is inspired by In2scienceUK's mission and ready to guide and develop a high-performing, values-led organisation into its next chapter of growth.

Key Responsibilities

1. Strategic Leadership and Organisational Growth

- Lead the delivery and evolution of In2scienceUK's strategy, ensuring growth that is both sustainable and aligned with our vision, mission and values.
- Champion innovation across programmes, identifying new opportunities for increased impact and partnerships.
- Strengthen organisational systems, processes and culture to support a high-performing, fully remote team.
- Act as an inspiring ambassador for In2scienceUK, raising visibility, influence and credibility across STEM, education, and social mobility networks.
- Build and maintain strong, values-based relationships with partners, funders, universities, employers and policy stakeholders.

2. People, Culture and Team Leadership

- Foster an inclusive, collaborative culture where every team member feels connected, motivated and supported.
- Lead, coach and develop the senior leadership team to ensure clarity of purpose, accountability and professional growth.
- Model and champion equity, diversity and wellbeing across all aspects of our work.
- Maintain high levels of staff engagement and ensure HR practices support recruitment, induction and professional development in a remote context.

3. Governance and Accountability

- Work closely with the Chair and Board to set strategic direction, manage key risks and ensure strong governance.
- Provide clear, timely reporting to the Board on progress, impact and financial performance.
- Ensure compliance with all statutory, safeguarding, data protection and HR policies.
- Support the ongoing development and diversity of the Board, ensuring effective governance structures and meetings.
- Oversee submission of annual reports and accounts to maintain charitable status.

4. Income Generation, Partnerships and Communications

- Through the Director of Development & Communications, oversee a creative and ambitious fundraising strategy to diversify and grow income from trusts, foundations, corporates and individuals.
- Build strategic partnerships with universities, STEM employers, policy organisations and funders that enhance both sustainability and impact.
- Serve as a visible spokesperson for In2scienceUK, articulating our vision and evidence of impact to a range of audiences.
- Strategic oversight of impact reporting and external communications, ensuring a clear and consistent brand and message.
- Drive the use of data and insight to influence national conversations on access to STEM and social mobility.

“

I often feel underrepresented in workplaces and felt like I didn't know who to go to for help. In2research brings minorities together and the placement was really relevant – I got to gain new skills I didn't learn at university. I am even more interested in a PhD and a career in neuroscience. Having a mentor was invaluable. They supported me with my master's application and helped me prepare for my placement. In2research is a great opportunity, you learn so much.”

Fajar

In2research participant



Person Specification

Knowledge and Experience

Essential

- A successful track record of leading an organisation through a period of development and growth, either as a CEO or as part of a wider senior leadership team, ideally within a charity environment.
- Strong knowledge of governance, strategic planning, financial management and organisational operations, with proven experience of working effectively with a Board of Trustees (or similar entities) to ensure robust governance, risk management and accountability.
- Successful track record of developing and leading teams through change.
- A track record of leading innovation and using impact evaluation and data-driven insight to enhance programme effectiveness and influence policy and systems change.
- Proven success in building high level partnerships with a range of funders, collaborators, researchers and policy makers to amplify the organisation's voice and impact externally.
- Significant experience of leading financial and strategic planning, as well as budget management and financial management procedures.
- Sound understanding of income generation strategies and knowledge of developing diverse and sustainable pipelines.

Desirable

- Knowledge of, and networks in, the social mobility, university and/or STEM field(s).

Skills and Abilities

- A confident ambassador and communicator, skilled at building trusted relationships and conveying evidence and impact through clear, persuasive storytelling to engage funders, partners and policymakers.
- The ability to engage meaningfully with beneficiaries and ensure that the perspectives of young people from low socioeconomic backgrounds are represented in programme design and delivery, and in wider decision-making and strategy.
- Strategic problem-solving abilities; someone who can build an organisation onto the next stage of development.
- An excellent ability to use an evidence-led approach to measure impact and influence change.
- Inspiring and inclusive leadership skills, able to motivate a highly committed and hardworking team that is based remotely and dispersed nationally.

Style and Behaviour

- You are an innovator who has a knowledge and passion for our work and building organisations strategically.
- Willingness to travel as needed to different parts of the country, with an expected emphasis on London.
- You believe passionately in equal opportunities and that social mobility can and must be improved.
- You are adaptable and comfortable operating in ambiguity, able to balance strategic vision with hands-on delivery in a dynamic environment.
- You are not driven by ego and are a natural collaborator who builds rapport easily with all sorts of people; you love to help others shine.
- You are resilient, positive, proactive and have a growth mindset, backed up with a strong passion for our cause and our mission.

Terms of Appointment

Salary	£75,000 - £80,000 per annum.
Contract	Permanent, full-time. We support a range of flexible working options.
Location	All of our staff have the opportunity to benefit from flexible and remote working.
Pension	7% match funding.
Annual leave	28 days paid annual leave (pro-rata), plus 8 days bank holiday.
Additional	Parental and family leave, as well as a generous employer contributed pension plan. Opportunities to continue to grow through skills and careers development delivered by our partners.

How to apply

Tall Roots is acting as an employment agency partner to In2scienceUK. Applications should be made online at www.tallroots.co.uk/in2scienceuk-ceo and include:

- a CV
- covering letter (no more than two pages), explaining your motivation for applying for the role and how you meet the person specification.

The closing date for applications is **Friday 14th November 2025.**

Preliminary interviews with Tall Roots will be held virtually during w/c 24th November 2025.

Final panel interviews are planned for **Friday 12th December 2025.**

Shortlisted candidates will also be invited to meet with two stakeholder groups online during w/c 8th December 2025.

If you have any questions relating to the role or the process, or would like any adjustments made to accommodate your needs, please contact Mark Crowley at Tall Roots by email at mark.crowley@tallroots.co.uk.





In²science^{UK}



Tall Roots Search Limited

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