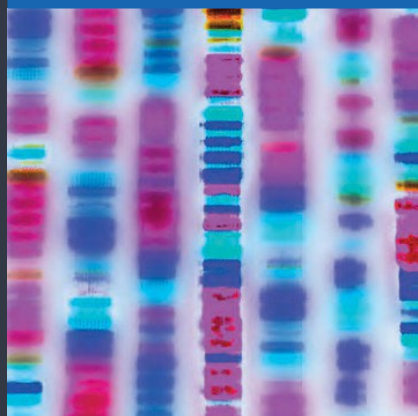


Appointment of
**Director of Strategic Talent
and Workforce Planning**

May 2026 Ref: AAGAL






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Introduction



At Genomics England, we are at a pivotal point in our journey as genomic medicine becomes increasingly embedded in routine healthcare and the scale, ambition and complexity of our work continue to grow. We play a central role in enabling the NHS to deliver whole genome sequencing diagnostics, while also supporting world-leading research that is accelerating new discoveries, treatments and preventative approaches to healthcare. Our work sits at the intersection of healthcare delivery, data, science and innovation, and its impact is expected to increase significantly over the coming decade.

The Director of Strategic Talent and Workforce Planning will play a critical role in ensuring we have the workforce capability, capacity and skills required to deliver our mission at pace and at scale. Reporting to our Chief People Officer, the role will lead our approach to talent acquisition, workforce planning, learning and development and staffing, shaping how we attract, develop and deploy highly specialised talent in a fast-moving and complex environment.

This is a senior leadership opportunity for an individual who combines strategic workforce insight with operational credibility and who is motivated by contributing to an organisation with national importance and global relevance.

About us

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

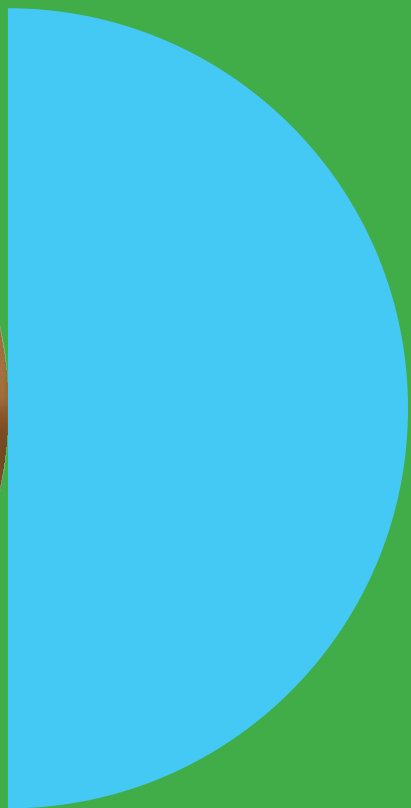
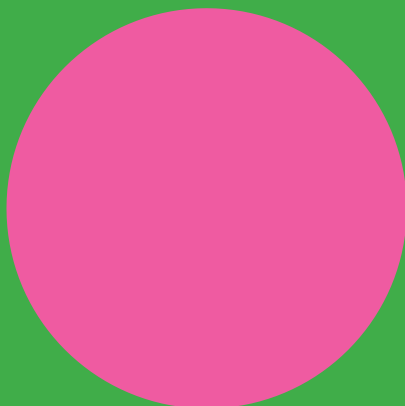
What began with the 100,000 Genomes Project more than a decade ago sparked something bigger. Since Genomics England was formed in 2013, we have developed expertise that drives data and evidence generation to advance genomic healthcare, research, and innovation nationally. This includes:

- 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.

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 \(2025\)](#)



Job description

Working closely with the Chief People Officer, the Director of Strategic Talent and Workforce Planning will translate Genomics England's talent acquisition, resourcing and workforce strategy into clear, deliverable programmes of work across Talent Acquisition, Learning and Development and Staffing. The role is responsible for building and leading a collaborative, data-driven team that provides excellent people services, insight and support to the organisation, ensuring Genomics England has the right talent, capability and capacity at the right time. The post holder will lead the efficient delivery of strategic projects and drive continuous improvement in the quality, effectiveness and impact of people services, enabling the organisation to deliver its mission now and in the future.

Key responsibilities

Strategic workforce planning and organisational capability

- Oversee the hiring, onboarding, development and movement of people across Genomics England.
- Ensure the organisation has the right talent, capability and capacity at the right time to meet current and future business needs.
- Translate business priorities into workforce demand forecasts and act as strategic advisor to ELT on workforce decisions.
- Manage the workforce plan, ensuring the People team have the appropriate roles in place to manage the peaks and troughs of the workforce.
- Work with Planning to ensure delivery against the workforce plan and appropriate team members to manage hiring and growing our people.
- Support organisation design changes and structural reviews.
- Partner with Finance and Procurement on headcount modelling and scenario planning.
- Ensure the organisation continues to invest in improving core delivery by ensuring directorates have clear long term staff headcount and training plans.

Talent acquisition, resourcing and internal mobility

- Drive effective partnering between TA, L&D and Staffing to identify capability gaps and succession risks, providing data-driven insight into workforce capacity, utilisation, attrition trends, skills gaps, and diversity impact to inform strategic workforce decisions.
- Lead internal mobility and redeployment to optimise deployment of talent.
- Develop new programmes to support sourcing future talent.
- Build sustainable work experience and placement pipelines.

Learning, development and future leadership

- Ensure leaders and colleagues receive impactful development aligned to organisational priorities.
- Ensure mandatory training is coordinated with accurate compliance reporting.
- Support the development of a diverse and inclusive pipeline of future leaders.

Diversity, inclusion and employee experience

- Ensure a diverse and inclusive approach to hiring and developing great talent.
- Explore how technology, systems and AI can improve the people experience.

Data, insight and continuous improvement

- Provide data-driven insight on workforce trends to inform decisions.
- Ensure effectiveness of all functions is tracked via monthly dashboards and shared internally.
- Embed a culture of innovation across TA, L&D and Staffing and ensure metrics capture success and progress.

Leadership, governance and organisational contribution

- Lead and develop a high-performing, inclusive team and that the right skills are in place for mission delivery.
- Ensure strong governance and compliance with all relevant requirements, including budgets, workforce plan, data and IT.
- Deputise for the CPO in ELT and People Committee meetings as required.
- Work with senior People leaders to evolve People and EOP Tribe strategy.
- Role model Genomics England's behaviours in all aspects of the role.



Person specification

Strategic workforce and talent leadership

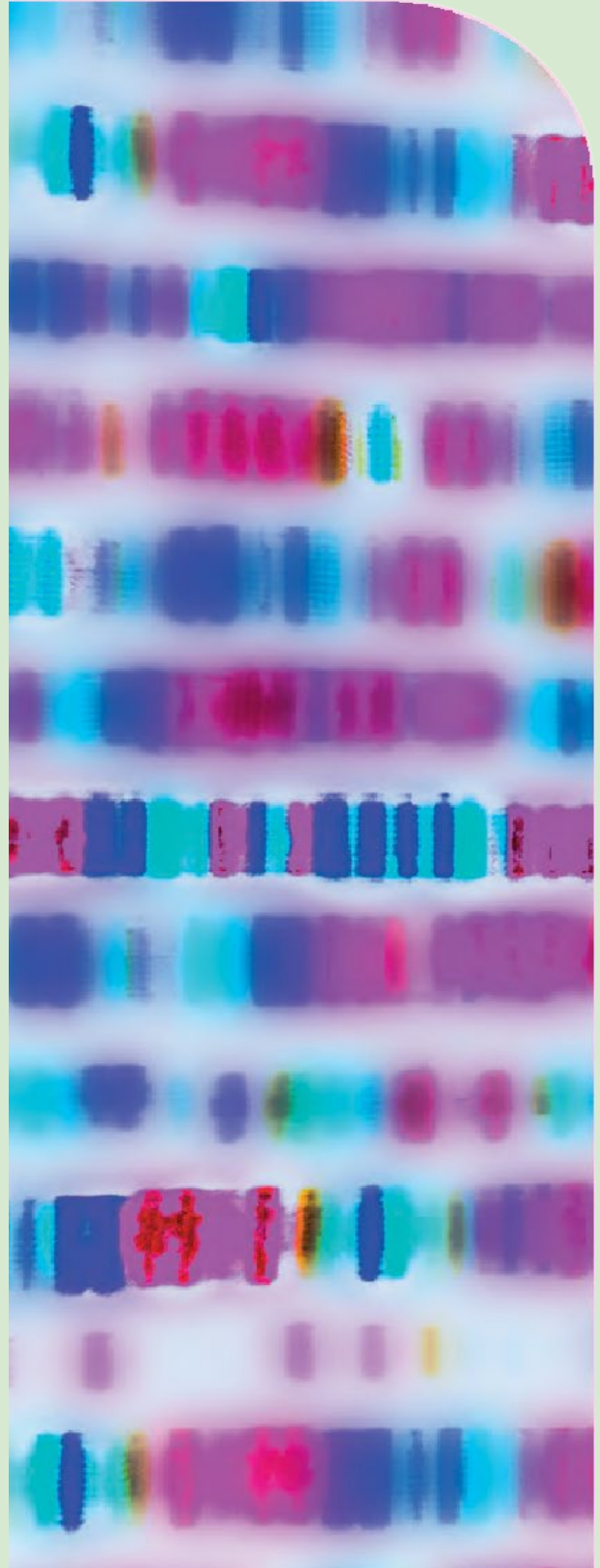
- Senior leadership experience across talent acquisition, learning and development and workforce planning or staffing within a complex organisation.
- Demonstrated ability to ensure organisations have the right talent, capability and capacity to deliver strategic objectives now and in the future.
- Experience of long-term workforce planning, talent pipelines and succession, aligned to organisational strategy.
- Ability to translate business priorities into clear workforce strategies and programmes.

Service excellence and operational delivery

- Strong service mindset, with a track record of delivering high-quality, responsive people services across recruitment, development and workforce management.
- Experience of identifying inefficiencies, improving processes and driving continuous improvement across people services.
- Proven focus on delivery, outcomes and measurable impact.

Insight, analytics and evidence-based decision making

- Strong analytical capability, with experience using workforce data, dashboards and metrics to inform decisions.
- Ability to interpret trends across workforce capacity, skills, utilisation, attrition and diversity impact.
- Confidence in translating complex data into clear insight and advice for senior and executive audiences.



Programme leadership, change and innovation

- Experience of leading complex, multi-stakeholder people and workforce programmes with clear governance and accountability.
- Proven ability to support organisation design, structural change and workforce transformation.
- Demonstrated interest and experience in using technology, systems, automation and AI to improve people services and the employee experience.
- Commitment to embedding a culture of innovation and continuous improvement.

Stakeholder engagement and influence

- Strong stakeholder management skills, with experience influencing senior leaders through credible, data-driven insight.
- Ability to act as a trusted advisor at executive and committee level.
- Clear communication skills, including the ability to articulate strategy, write concise papers and present compelling recommendations.

Leadership, values and ways of working

- Proven experience of leading and developing inclusive, high-performing teams.
- Strong coaching capability, supporting the development of leaders and future talent.
- Demonstrated judgement, prioritisation and decision-making ability in complex environments.
- Clear commitment to diversity, equity and inclusion.
- Strong alignment with Genomics England's values and behaviours, acting as a visible role model.



Terms of appointment

Reports to: Chief People Officer

Directorate: People

Direct Reports: Three

Contract type: Permanent

Full/ Part time + FTE: Full time

Location: We anticipate this role will require three days in the office in Canary Wharf

Salary: Competitive

Benefits:

Being an integral part of such a meaningful mission is extremely rewarding in itself, but in order to support our people, we're continually improving our benefits package. We pride ourselves on investing in our people and supporting them to achieve their career goals, as well as offering a benefits package including:

- **Generous Leave:** 30 days' holiday plus bank holidays, additional leave for long service, and the option to apply for up to 30 days of remote working abroad annually (approval required).
- **Family-Friendly:** Blended working arrangements, flexible working, enhanced maternity, paternity and shared parental leave benefits.
- **Pension & Financial:** Defined contribution pension (Genomics England double-matches up to 10%, however you can contribute more if you wish), Life Assurance (3x salary), and a Give As You Earn scheme.
- **Learning & Development:** Individual learning budgets, support for training and certifications, and reimbursement for one annual professional subscription (approval required).
- **Recognition & Rewards:** Employee recognition programme and referral scheme.
- **Health & Wellbeing:** Subsidised gym membership, a free Headspace account, and access to an Employee Assistance Programme, eye tests, flu jabs.

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.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Genomics England on this appointment.

Candidates should apply for this role through our website at roles.saxbam.com using code **AAGAL**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is **midday on Friday 5 June 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- [Read our guide to writing cover letters](#)

