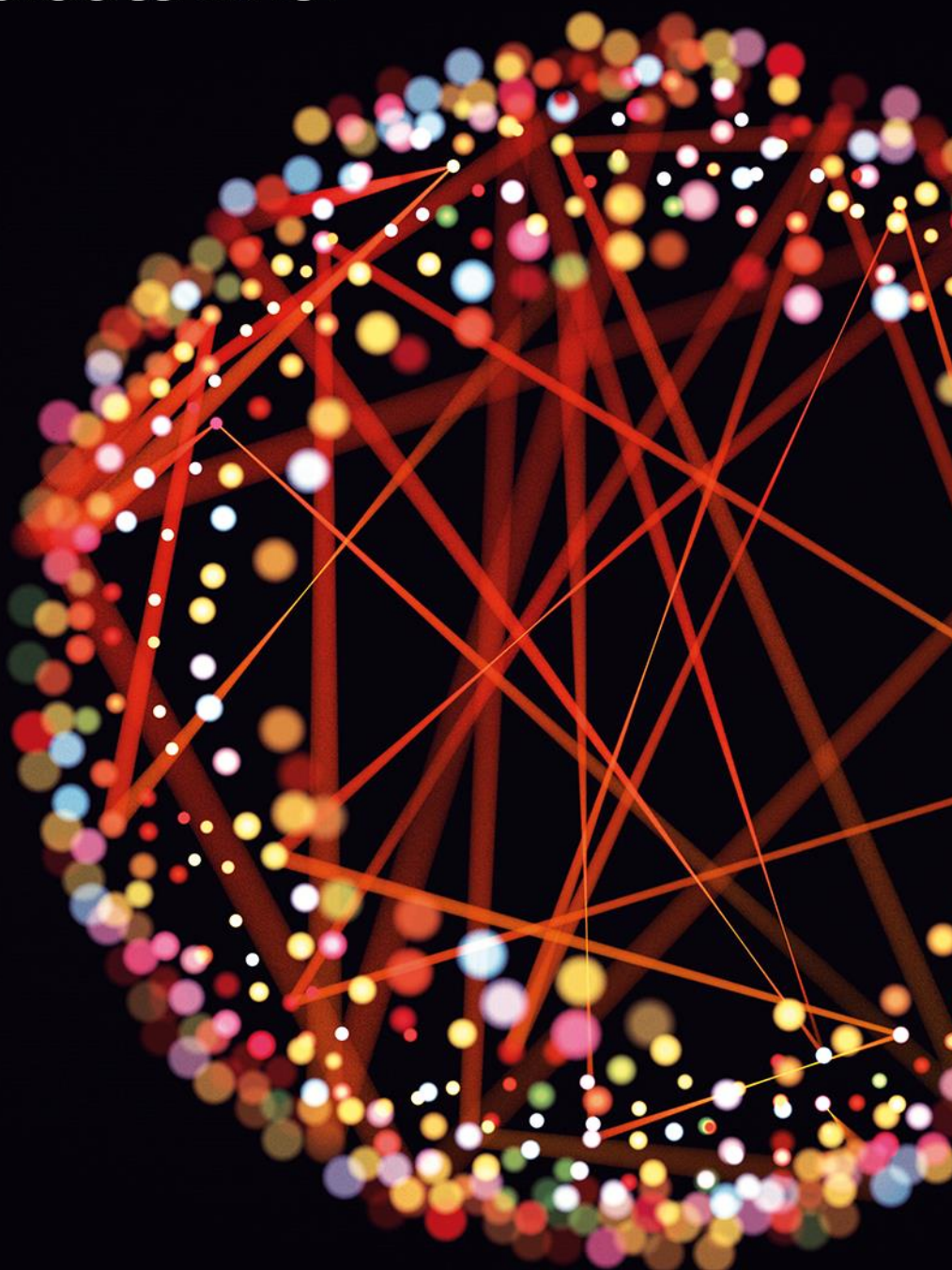


**IOP** Publishing

**ANDERSON  
QUIGLEY** | SEARCH  
INTERIM  
ADVISORY

# Transformation Director Candidate Brief



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## Overview

Role title:	Transformation Director
Company:	IOP Publishing
Location:	No.2 The Distillery, Glassfields, Avon Street, Bristol BS2 0GR
Reports to:	Chief Executive
Key stakeholders:	Director Team, Senior Management Team
Company website:	<a href="http://ioppublishing.org">ioppublishing.org</a>

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## Enhancing our transformation and change expertise



We're creating a new future at IOP Publishing – one that makes universal access to scientific research a reality. To achieve this, we've embarked upon an ambitious new strategy which we're calling 'Open Horizons'. It leverages our strengths as a community-focused, society owned publisher and an organisation that authentically leads with purpose.

We have a strong alignment around the case for change, we have the full support of our parent organisation, the Institute of Physics, and approval to invest in this substantive multi-year change programme. It sees us working simultaneously on a number of big initiatives, along with a need to map out others that we've yet to start. These projects are on a different scale to the transformation we've undertaken in the past. We know we need to enhance our change expertise if we're to succeed.

The Transformation Director will be instrumental in building our organisation of the future. Working hand in glove with the executive team, and reporting into me, you'll provide inspirational leadership and a forward-thinking outlook that will ensure we continue to thrive in an increasingly competitive marketplace. This is an opportunity for someone looking to make a difference.

IOP Publishing colleagues have a real sense of pride because what we do really matters. The research we publish delivers social and economic benefit to the world and the money we make from doing so goes back into the scientific community. It's our people that makes this a truly special place to work, with a collective passion to expand the world of physics and a collaborative and supportive culture that helps us to accomplish it.

We're now looking for someone who can aim high and take us to new levels. We hope you're interested in joining us.

Antonia Seymour, Chief Executive, IOP Publishing

## About IOP Publishing

IOP Publishing Ltd (IOPP) is a society-owned scientific publisher providing impact, recognition and value for the scientific community. We work closely with researchers, librarians and like-minded societies worldwide to develop journals and books to meet community needs; managing peer review; archiving and preserving content; hosting and distributing research online; enabling the discovery of published research; introducing new tools and systems to help authors demonstrate the impact of their work.



As a wholly owned, commercial subsidiary of the Institute of Physics (IOP) any financial surplus made by IOPP goes directly to the IOP to assist their mission to help everyone build their knowledge of physics and to provide professional support for physics. The IOP is a charity and the professional body and learned society for physics in the UK and Ireland, inspiring people to develop their knowledge, understanding and enjoyment of physics. For more information on the Institute and their activities to promote physics, [take a look at their website here](#) and the [IOP's annual report here](#).

IOPP believes conducting science more openly can accelerate scientific discovery. We are committed to supporting the wider adoption of open practices across the physical sciences and we call this approach open physics. For more information, click [here](#). Our contribution to open physics combines an evolving programme of publications, activities and policies for physics

and related disciplines that we believe will not only encourage and support increased access, transparency and inclusivity but do so in ways and timeframes that will serve the needs of the global physical science community.

IOPP combines the values of a scholarly society with the technical expertise and efficiency of a substantial global publisher. We have enjoyed both financial and reputational success for many years and are highly regarded within our industry as being a progressive and high-quality publisher.



The strength of IOPP sits firmly with our people. It is our depth of expertise, passion and commitment that ensures collective success.

Our publishing knowledge, experience and products extend across physics, material science, astronomy and astrophysics, bioscience and environmental science.

Our reach is wide and deep giving IOPP the capability to grow content programmes that meet the ever-evolving need of the researcher communities we serve.



[IOPP's 2022 Highlights report](#) sets out how we have accelerated the transition toward open science and continued to serve the needs of the scientific community.

We generate an annual revenue of £77 million from our publishing activities across journals, conference proceedings, ebooks, magazines, advertising and open access income.

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## The opportunity

This is a new role created to ensure IOPP delivers to its ambitious Open Horizons strategy. At present there is no dedicated company-wide Transformation lead or centralized Programme office to ensure IOPP delivers its strategic ambition and continues to deliver its ROI and net profit targets.

There are a number of current challenges IOPP are facing with its main transformation programme “Vantage” which is coming to the implementation stage of phase one. Other company-wide strategic initiatives are also underway, with more likely to start during 2023 and 2024. The organisation’s new Chief People Officer is setting a new people strategy and a new Chief Technology officer is establishing the strategic structure and strategy for tech across IOPP.

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## What is the role?

The Transformation Director has responsibility for overseeing the portfolio of strategic change/improvement programmes and projects needed to deliver on our newly defined Open Horizons strategy. The Transformation Director will translate the strategy into an overall Transformation programme (i.e., the key initiatives to be delivered) ensuring ownership, leadership, and expertise to manage a large and complex programme to successful implementation with improved outcomes for colleagues and customers. You will describe a future state which colleagues from all functions at all levels can understand, see their place within and contribute towards. You will see the whole picture and play an orchestration and enabling role to ensure initiatives are set up for success with clear ownership and accountability, robust governance, and ensuring certainty of execution and appropriate prioritization. Initiatives involve business process, digital, technology, data, and organisational transformation to ensure a seamless transition towards universal access to research.

This is a hands-on leadership and implementation role, with accountability for the success of transformation initiatives within the organisation. Reporting directly to the Chief Executive you will work closely with the Executive team in leading IOPP to achieve sustainable business success.



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## **The candidate**

**To ensure IOPP delivers on its Open Horizons strategy it is important the candidates have/are:**

- Qualified in programme and project management methodologies such as MSP, PRINCE2 or APM.
- Experience in combining an overarching waterfall approach with more flexible, tactical Agile techniques.
- Strong cross-functional background.
- Qualified in or detailed understanding of change management strategies, techniques and approaches.
- Experience of working at senior level in a complex environment, managing multiple transformation projects with a range of stakeholders.
- Experience of leading and delivering large scale transformational change and the ability to convey a compelling and engaging vision of change.
- Experience of translating strategy into delivery through benefits realisation, plans, programmes, people and culture.
- Experience of budgetary responsibility and budget setting.
- Evidence of handling highly complex organisational matters and difficult situations with diplomacy and tact.
- Understanding of the academic publishing landscape, opportunities and challenges, desirable but not essential.

**The key skills and behaviours are:**

- Strong leadership qualities and skills including the management, development and motivation of both teams and individuals to inspire and secure high performance.
- Strongly self-motivated bringing gravitas, credibility, energy, resilience and commitment.
- Strategic agility; can anticipate future consequences and trends accurately; has broad knowledge and perspective and is future orientated; can paint credible pictures and visions of possibilities and likelihoods; can create competitive and unique strategies and plans.
- Excellent communication and presentation skills both oral and written.
- High level negotiation, influencing and enabling skills to ensure priorities are met.
- Ability to work positively with stakeholders to achieve outcomes and deliver change through people.
- Exceptional analytical and problem-solving skills.



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### Terms of the role

This is a permanent appointment and it's expected the role will attract a salary between £120k to £130k dependent on experience. In addition, the role comes with an excellent benefits package including an annual bonus up to 15% dependent on individual and company performance.

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### Why work for IOPP

**Purpose:** we are one of the world's leading society publishers. Combining the values of a scholarly society with the expertise and efficiency of a global publisher, we work in the interests of science and scientists to maximise the impact of the research we publish.

**Culture:** we offer a truly international culture with offices in Europe, Asia and the US and our reach is global. Our culture is the perfect blend of dedicated and intelligent professionalism, informal, friendly collaboration and authenticity with a social conscience.

**Financial benefits:** a competitive salary, an excellent pension scheme in the UK (up to 12% company contribution), and a discretionary annual bonus scheme, £200 hybrid working stipend payable on

**Health and Wellbeing:** 33+ days holiday (including bank holidays), a 35-hour working week, life assurance, cycle to work scheme, dental insurance, health care cash plan, and a great positive working environment in our brand-new office in central Bristol - modern airy and designed with all our colleagues in mind – for work and social time.

**Flexibility:** a flexible hybrid working environment to suit everyone's needs.

And last but not least, don't forget just how unique we are – IOPP is central to the Institute of Physics, a not-for-profit society and we gift-aid all our profits to support science through the activities of the Institute.

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## How to apply

IOPP is partnering with Anderson Quigley to make this appointment. For an informal conversation on the role please reach out to either Grace Tattersall on +44 (0)7510 384 761 or Elyse Turner-Pearce on +44 (0)7808 648 559.

To apply please ensure a full and detailed cover letter and CV are addressed to Grace Tattersall at [grace.tattersall@andersonquigley.com](mailto:grace.tattersall@andersonquigley.com) or Elyse Turner-Pearce at [elyse.turner-pearce@andersonquigley.com](mailto:elyse.turner-pearce@andersonquigley.com) by Sunday 25<sup>th</sup> June 2023.

The anticipated timelines for interviews are outlined below as a guide.

- 25 June 2023: Applications close
- 7 July 2023: Longlisting meeting
- w/c 24 July 2023: First stage online interviews with Chief Executive and Chief People Officer
- w/c 31 July 2023: Panel interviews in person at the Bristol office
- w/c 7 August 2023: Final fireside chats with key stakeholders