

# Job Description

## Chief Executive Officer (CEO)

**Organisation:** British Society for Plant Breeders (BSPB)

**Reporting to:** Board of Directors

**Location:** UK (with regular travel)

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## Role Purpose

## Key Responsibilities

### 1. Strategic Leadership & Governance

- Develop and deliver the **strategic vision and business plan** of BSPB, aligned to member priorities and long-term sector needs.
  - Work in close partnership with the **Board of Directors**, supporting effective governance, decision-making, and accountability.
  - Lead a **sustainable royalty collection process** aligned to market needs.
  - Provide the Board with high-quality insight on **policy, regulatory, scientific, market, and geopolitical developments** impacting plant breeding.
  - Ensure compliance with statutory, constitutional, financial, and ethical obligations.
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### 2. Policy, Regulation & Advocacy

- Serve as the **chief representative and spokesperson** of BSPB.
  - Lead engagement and advocacy with:
    - UK Government departments (including Defra and devolved administrations)
    - Regulatory bodies and delivery agencies
    - International institutions and aligned trade bodies (AIC, NFU, others)
  - Shape and influence policy across areas including:
    - Plant breeding innovation and R&D
    - Plant Variety Rights and intellectual property
    - Seed and plant reproductive material regulation
    - Sustainability, biodiversity, and climate resilience
    - Trade, market access, and international regulatory alignment
  - Coordinate BSPB positions and responses to consultations and legislative proposals.
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### 3. Membership Leadership & Engagement

- Maintain strong, trusted relationships with **member organisations**, reflecting the diversity of crops, technologies, and business models.
  - Ensure BSPB delivers **clear value to members**, through policy leadership, intelligence, technical insight, and effective representation.
  - Facilitate constructive dialogue and consensus across the membership.
  - Support membership growth and retention where appropriate.
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### 4. External Relations & Communications

- Build and maintain strategic relationships with:
    - Research institutes and universities
    - Agricultural supply chain partners and farmer organisations
    - Allied industry bodies and international associations
    - NGOs and other external stakeholders
  - Oversee BSPB's **communications, public affairs, and reputation management**, ensuring accurate, credible, and consistent messaging.
  - Act as an authoritative commentator on plant breeding and innovation in the UK.
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### 5. Operational & Financial Management

- Lead the efficient day-to-day operation of BSPB.
  - Oversee:
    - Royalty collection, compliance and administration
    - Financial planning, budgeting, and financial controls
    - Use of external advisers and service providers
    - Risk management and organisational resilience
  - Ensure BSPB operates **efficiently, sustainably, and in the best interests of its members**.
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## Person Specification

### Essential Experience & Skills

- Proven senior leadership experience, ideally within:
  - Plant science, agriculture, agri-tech, life sciences, or a regulated innovation-driven sector
  - A trade association, professional body, or membership organisation

- Strong experience in **policy engagement, regulatory affairs, and public representation**.
  - Ability to operate effectively at **Board level** and with senior external stakeholders.
  - Excellent influencing, negotiation, and communication skills.
  - Sound financial and organisational management capability.
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## Desirable Experience

- Direct knowledge of **plant breeding, seed industry, or agricultural R&D**.
  - Experience working with **UK and international regulatory frameworks**.
  - Exposure to **intellectual property, innovation policy, or science-based regulation**.
  - Experience representing industry interests.
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## Personal Attributes

- Credible, authoritative, and diplomatically effective.
- Able to balance **diverse member interests** with broader policy and societal considerations.
- Strategic, pragmatic, and delivery-focused.
- High personal integrity, resilience, and professionalism