

Job title	Head of Applied Research		
Job family	Research & Development	Band	F

Job purpose
<p>The purpose of the role is to strategically lead and manage the area of applied research and development within the BBC R&D department. The Head of Applied Research has overall responsibility for leading the work of the capability and technical areas of research. The role is responsible for shaping the rapidly evolving media, news and public service landscape by leading and conducting the research and development needed to create next-generation systems and drive the BBC's ambitions forward.</p> <p>This role will drive the changes required in making the R&D department relevant and relatable across the BBC and in the industry. Responsible for delivering innovative and transformative solutions that support BBC's strategic priorities. In addition to technical expertise, this role will bring strong leadership and team building skills fostering an environment of inclusivity, growth and personal development.</p>

Key responsibilities and accountabilities
<ul style="list-style-type: none"> ● Provide leadership in the area of research and development, new product portfolios and technology development, conducting projects that push the state-of-the-art and have direct impact on BBC products and services. ● Manage internal research and development activities to deliver against BBC's objectives & milestones, driving and leading innovative problem resolution at an accelerated pace. ● Maintain awareness of the media, news and public service context in which BBC has on-going research and development activity, together with advancements in these areas that will sustain the BBC at the forefront of its field. ● Ensure all projects are designed to be aligned and contribute to the overall maturity of the R&D departments portfolio of activity, with timely reporting of performance, breakthroughs and value realisation for the BBC and industry. ● Contribute towards development and implementation of R&D tools, processes, standards and metrics, including establishment of best practices. ● Chair international standards bodies and similar forums that bring together global industry players to create a smooth operating environment for the BBC. ● Identify and pursue grant funding opportunities to deliver work plan objectives and amplify impact through collaborations with 3rd parties. ● Identify potential commercial opportunities for research outcomes and develop strategies for developing & protecting the BBC's intellectual property. ● Support the Director, Research and Development to deliver against BBC's Agreement obligations relating to R&D, ensuring that work can be audited to the level required by any contractual obligations. ● Collaborating and coordinating with people in a range of roles, including researchers, engineers, designers, and other key stakeholders.

- Sharing your research with others via a range of means, including publication, to enable others to build on your work and to contribute to the reputation of our products as cutting-edge and science-driven.
- Effectively communicating with product and service leaders (and often R&D researchers) throughout the planning and execution of projects, which often involves learning and teaching complex concepts.
- Create and lead multidisciplinary research team(s), applying highly developed technical decision making, to achieve the R&D's strategic aims.
- Responsible for defining research and development areas activities, negotiating a budget, agreeing and overseeing recruitment, and being ultimately accountable for the delivery of that work to meet the agreed departmental work plan.
- Contribute to the R&D department and be accountable for the research and development area's performance against corporate diversity and inclusion, location, and sustainability targets.
- Actively contribute to relevant scientific communities by publishing articles and invention disclosures, attending conferences and delivering presentations.

Knowledge, skills, training and experience

Essential

- A degree (or equivalent experience) in computer science, electronic engineering, maths, physics, psychology, human computer interaction, machine learning or a similar relevant science, engineering or technical subject.
- Experience in a role involving research, development and/or user testing of technology, including experience of line management.
- Internationally recognised as a leading specialist in their field. May be a fellow of a professional body, or have experience equivalent to this level.
- Knowledge of current standards and practices in broadcast or software engineering, human computer interaction and/or behavioural scientific research.
- Recognised as a specialist with a broad range of relevant technical areas and able to speak with authority and insight about these areas and the role of their department in them.
- Ability to consistently make timely decisions even in the face of complexity, balancing systematic analysis with decisiveness.
- Effectively demonstrate ability to deliver on complex situations or problems without guidance or supervision.
- Effective demonstrated ability to work effectively in a team environment, with a track record of building and developing teams.
- Strong communicator, both verbal and written, to engage, influence and get buy-in from all levels of internal and external stakeholders.
- Proven ability as a strategic leader that effectively prioritises and leads.
- Demonstrates strong conceptual thinking skills, quantitative and qualitative analytical and problem-solving skills.
- Proven successful record in leadership and staff management, while functioning in a demanding, hands on and action-oriented environment.
- A record of delivering technology based change in an industry context, managing associated political/commercial and financing issues together with the tenacity to ensure the technology is taken up in contexts where the change is resisted.

Job impact
<p>Decision making</p> <ul style="list-style-type: none"> • Provides a leadership role in conducting research and development; promoting efficiency, cost-effective, standardisation and innovative practices across the BBC. • Contributing towards the positioning of BBC in the future and the advancement of industry using technology, innovation, partnership and collaboration. <p>Scope</p> <ul style="list-style-type: none"> • This is a leadership role providing technical leadership across: programme, product and operating model; editorial and delivery teams; an emerging matrix organisation and third parties • Strategic dimensions: covering near and long-term (5+ years) • People Management: 4+ direct reports. Develops, coaches, motivates, energises and inspires fellow team members . • Oversee the quality of the work performed by members of any project / partner teams that they lead to ensure it delivers measurable business benefits and maintains integrity with the overarching business and technical strategies.

Other information	
For Reward team use only	
Job Code	
Definition:	Content / Content Support / Support

This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.