

BIOSCI TOOLKIT CIC

BOARD OF DIRECTORS & ADVISORY PANEL: CALL FOR EXPERTS

About BioSci Toolkit CIC

At BioSci Toolkit CIC, our mission is to break down barriers to science, champion representation, and create accessible pathways for the next generation of STEM leaders. Founded to address persistent inequalities in STEM education and career progression, BioSci Toolkit creates accessible pathways through mentorship, leadership development, career readiness training and community building. We are particularly committed to supporting students and early-career professionals from black, mixed and global majority backgrounds, ensuring they can see themselves reflected in the spaces they aspire to enter and lead.

Our current leadership includes experienced directors: one leading an established charity supporting Black students in higher education, and another serving as a Professor at a UK university. Together, they bring deep expertise in education, social impact, research and widening participation.

As demand for our programmes continues to grow, we are entering an exciting phase of organisational development. To strengthen our governance, enhance our strategic capacity, increase corporate credibility and support sustainable growth, we are seeking professionals to join BioSci Toolkit either as a Board Director or as a Member of our Advisory Board.

This is an opportunity to contribute your expertise and lived experience to a mission-driven organisation creating meaningful change within STEM. Whether through governance or strategic advice, your contribution will help shape a future where all aspiring scientists have access to the opportunities, support and representation they deserve.

1. Board Director (Fiduciary)

Focuses on robust UK governance, compliance, the CIC asset lock, and fiscal liability management.

Commitment: ~4 quarterly virtual meetings + strategic sign-offs.

2. Advisory Board Member

Focuses on corporate network activation, industry validation, fundraising mentorship, and community alignment.

Commitment: Flexible, project-based consultation.

Target Areas of Expertise Needed

• Financial Insight

Role Description: Provide high-level governance and oversight to protect the financial integrity and long-term sustainability of the CIC. Drawing on your professional expertise, you will offer advice on risk management, guiding the board on robust cash-flow safeguards, and providing oversight into financial reporting frameworks. Your strategic counsel will ensure the organisation establishes the structural transparency required to safely transition into a multi-tiered, grant-ready national platform that can sustainably fund paid opportunities for our community.

Target Skills & Attributes:

- A deeply held belief that equity in STEM requires transparent, sustainable, and well-governed financial foundations.
- Chartered Accountant status (ACA, ACCA, CIMA, or equivalent senior corporate/non-profit finance profile).
- Proven experience guiding boards through asset deployment, risk mitigation, social enterprise regulations, or complex multi-tiered funding workflows.

• Legal & Governance

Role Description: By drawing on your professional background and personal commitment to equity, you will provide the strategic legal oversight needed to ensure our growth aligns with UK Company Law and CIC Regulator standards. Your role is advisory—governing how we structure public-private partnerships, ensuring our content creators' intellectual property is legally protected, and reviewing high-level agreements (such as corporate MoUs) so that the heart of our mission remains legally airtight as we expand.

Target Skills & Attributes:

- A passion for using legal frameworks and robust governance as tools for social justice and dismantling systemic barriers.
- Qualified legal professional, solicitor, or veteran corporate company secretary.
- Sharp analytical capability to evaluate structural risks, multi-party operational partnerships, and compliance with the community interest asset-lock.

• Fundraising & Corporate Partnerships

Role Description: Serve as a visionary bridge between corporate wealth and grassroots purpose. Drawing upon your personal and professional lived experience within high-level corporate spaces, you will advise the executive team on how to authentically align BioSci Toolkit with major institutional funders and ESG/CSR agendas. Your focus is strictly strategic and advisory: helping us navigate the philanthropic landscape, opening doors to influential corporate networks in London and nationally and mentoring the team on how to secure the multi-year partnerships required to build a permanent legacy.

Target Skills & Attributes:

- Lived insight into the corporate or funding landscape, with a personal drive to reallocate institutional resources toward diverse, next-generation talent.
- A professional track record in corporate social responsibility (CSR), commercial relationship building, or high-value trust and foundation bidding.

• Science & Biotech Industry

Role Description: Provide the strategic validation needed to ensure our programmes bridge the gap between academic intent and marketplace reality. Drawing on your personal journey and professional standing within the biosciences sector, you will offer high-level advisory advice to ensure our services prepares talent for the actual demands of industry.

Target Skills & Attributes:

- A senior profile (R&D Director, VP, Executive, or Founder) within biotech, pharma, or clinical research, with personal insight into the barriers within corporate STEM.
- An unwavering, heart-led commitment to dismantling structural exclusion and changing the face of the UK life sciences pipeline.

• Scale, Strategy & Systems

Role Description: Act as a strategic sounding board to challenge, refine, and elevate our operational logic. Bringing your lived experience of building scalable enterprises, you will provide governance over our Theory of Change models, ensuring our expansion from London to a national footprint is structurally sound, sustainable, and impactful. Your focus is big-picture advisory work, interrogating our long-term roadmaps, advising on institutional risk matrices, and ensuring that as we grow in scale, we never lose the authentic, grassroots heart that makes our work so vital to the community.

Target Skills & Attributes:

- Lived professional experience steering institutional growth, ideally as a founder or executive within prominent think tanks, venture builders, or consultancies.
- ability to look at our mission through the lens of long-term social impact.
- A deep alignment with our core values, ensuring that corporate scale always serves our foundational purpose of breaking down barriers and championing representation in biosciences.

Why Join Us?

- **Direct Systemic Impact:** Help steer an enterprise that directly changes the ethnic and cultural landscape of the UK bioscience pipeline.
- **Strategic Influence:** Use your expert knowledge to lay foundational guardrails for a high-potential, fast-growing CIC.
- **Elite Dynamic Networks:** Collaborate alongside passionate student advocates, senior UK academics, and high-tier industry leaders.

Expression of Interest Workflow

If you are excited to help steer BioSci Toolkit CIC, please submit your CV or a link to your professional profile along with a short introductory sentence detailing your preferred alignment track (Board Director OR Advisory Panel Expert) via the REACH platform with the subject line "Strategic Leadership Application: [Your Field of Expertise]".

BioSci Toolkit CIC is an actively inclusive organisation. We intentionally encourage and invite expressions of interest from individuals representing Black, Mixed, and Global Majority backgrounds, as well as intersectional professionals committed to redefining absolute equity inside the UK scientific pipeline.