

# Dr Saher Ahmed

**Telephone:**

**Email:**

## PERSONAL PROFILE

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- Experience of collaborative working on EDI activities with internal and external stakeholders at all levels, including universities, industry, professional bodies, funding councils and policy makers
- Experience of diverse work environments and cultures and the implications for EDI strategies and the management of change
- Experience of setting-up EDI strategies and programmes of activity
- Experience of setting-up national EDI networks
- Experience of working within a complex, multi-tiered environment
- Experience of setting-up and implementing return to work initiatives
- Awareness of EDI issues affecting the national and international landscape
- Experience of supporting and advising Senior Management, Committees and Boards
- Experience of inputting into national policy work on EDI issues
- Experience of negotiating contracts and ensuring that contractual obligations are discharged by Partners
- Experience of managing and developing staff; providing leadership and vision
- Strong project management skills
- Experience of conducting qualitative and quantitative research
- Experience of financial management; administering budgets and writing financial reports
- Experience of organising large-scale events, conferences, workshops and meetings
- Experience of writing briefings, proposals, vision papers and reports tailored to specific target audiences
- Experience of delivering EDI mentorship/training
- Excellent research and communication skills
- Experience of working autonomously, and also working within a team
- Excellent customer service delivery skills
- Confident and credible with peers and external community
- Ability to think creatively, be flexible and assimilate new skills quickly and accurately
- Excellent IT skills

## WORK AND EXPERIENCE

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### **Apr 2015 – present**

#### **Wellcome Trust Sanger Institute: Head of Equality, Diversity and Inclusion,**

I lead the organisation's Equality, Diversity and Inclusion Programme of work and GRL's Athena SWAN application and process. I develop and articulate the EDI vision and strategy and I am responsible for influencing and making changes to policies, practices and provisions that disproportionately disadvantage people according to the protected characteristics. I work with external key partners, such as the Wellcome Trust, Equality Challenge Unit, HEIs, funding bodies and private sector global companies, to influence the external environment; horizon-scan and identify opportunities that position the organisation as a thought-leader and beacon in EDI.

### **Apr 2012 – Apr 2015**

#### **Anglia Ruskin University**

I developed and led the communication and marketing activities relating to the University's research and innovation portfolio and business services.

**Sep 2009 – Apr 2012**

**The Institute of Physics: National Higher Education STEM Programme Manager**

I led the IOP's £1.6 million contribution to the national HE STEM Programme. The key objectives of the Programme were to: widen participation in STEM subjects; work with schools and universities to enhance curricula and engage with employers. I initiated, developed and implemented the IOP's strategy; led the national EDI work in this area; formed collaborations and partnerships and also successfully brought in additional funding.

**Sep 2005 – Sep 2009**

**The Institute of Physics: Diversity Programme Officer**

I set-up the IOP's flagship Diversity Programme. The role involved developing strategy and managing projects that aimed to address participation issues in physics and science along the educational and employment pipelines. This included looking at issues affecting gender, ethnicity, disability and socio-economic considerations. The strategy I developed is still being implemented.

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**EDUCATION**

**Oct 2001 – Oct 2004**

University of Birmingham: **PhD. Nuclear Physics**

**Oct 2000 – Oct 2001**

University of Birmingham: **MSc. Applied Radiation Physics**

**Oct 1997 – Jun 2000**

University of York: **BSc. Physics**

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**OTHER ACHIEVEMENTS**

- Shortlisted for the Asian Women of Achievement Award
- Delivered a keynote lecture at the EMBL-DFG "Women in Science" meeting in Heidelberg
- Submitted a successful proposal to HEFCE and was awarded an additional £105,000 for the physics strand of the HE STEM Programme
- Submitted a successful proposal to HEFCE and was awarded £80,000 to lead on the national EDI activities for the HE STEM Programme
- Won a grant of £10,000 from the UK Resource Centre for Women in SET to run a project looking at the gender differences in researchers' experiences
- Developed 'Project Juno' – a national benchmark EDI charter. Over 95% of UK and Irish physics departments have signed up to the Charter
- Worked closely with an external organisation to put together a 'Women in Science, Engineering and Technology' supplement that appeared in the Guardian

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**AUTHORED REPORTS/PUBLICATIONS (SELECTED)**

- *'Embedding Gender Equality into Institutional Strategy'*, Global Health, Epidemiology and Genetics,
- *'Repackaging Physics – selling physics to under-represented groups'*<sup>1</sup>
- *'Access for all – A guide to disability good practice'*<sup>1</sup>
- *'Juno Code of Practice – Advancing Women's Careers in Higher Education'*, International Journal of Gender, Science and Technology<sup>1</sup>
- *'Stimulating Physics: making physics accessible to all – The final report'*<sup>1</sup>
- *'Why choose physics and chemistry? The influences on physics and chemistry subject choices of BME students'*<sup>1</sup>

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<sup>1</sup> The Institute of Physics

- *'Women in University Physics Departments: Statistical Digest'*<sup>1</sup>

## **FILMS/DIGITAL MEDIA**

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- *'The personal and business benefits of flexible working'* – a series of films highlighting the benefits of flexible working from staff and manager perspectives<sup>2</sup>
- *'Distinguished speakers'* - a series of films exploring the societal, cultural and personal issues facing women in science<sup>2</sup>
- *'Physics Lives'* – four films focusing on the diversity of university physics research<sup>1</sup>
- *'Careers clips'* – an award-winning selection of four films focusing on individuals who use physics in their jobs<sup>1</sup>

## **REFEREES**

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### **References available on request**

08/05/2018

Signed  
Saher Ahmed

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<sup>2</sup> Wellcome Trust Sanger Institute