

Working with us

Everything you need to know...



Welcome

Dear Candidate,

I'm delighted that you're considering an application to join us at the Medical Research Foundation. If you work with us, you will play a key role in advancing medical research, improving human health and changing people's lives.

"I think that there could not be a more important job to do."

Millions of people across the UK and around the world live with health conditions that are misunderstood, overlooked, and underfunded. This is where we step in.

As a broad funder, we are free to fund whatever we feel are the most important medical research questions of the time, unrestricted by a single disease, condition or institution. We believe in the power of science - and the people behind it - to solve the toughest health challenges, and give hope to people whose conditions have been overlooked for too long.

This is a wonderful opportunity to make a real difference - to bring your skills, experience and ideas to a charity with bold ambitions and a clear sense of purpose. If that excites you, we would love to hear from you.

Angela
Chief Executive



Our history

The Medical Research Foundation, established as an independent charity in 2011, evolved from the Medical Research Council's (MRC) century-long history of public support and donations.

Although we operate independently and can respond flexibly to the needs of the research community, we retain our unique connection with the MRC and benefit from its expertise.



History has shown us time and time again, that the best way to achieve better human health is through medical research.

Our vision

Our vision is a world where medical research improves health for everyone.

Our mission

Our mission is to lay the foundations for groundbreaking new discoveries and life-changing advances.

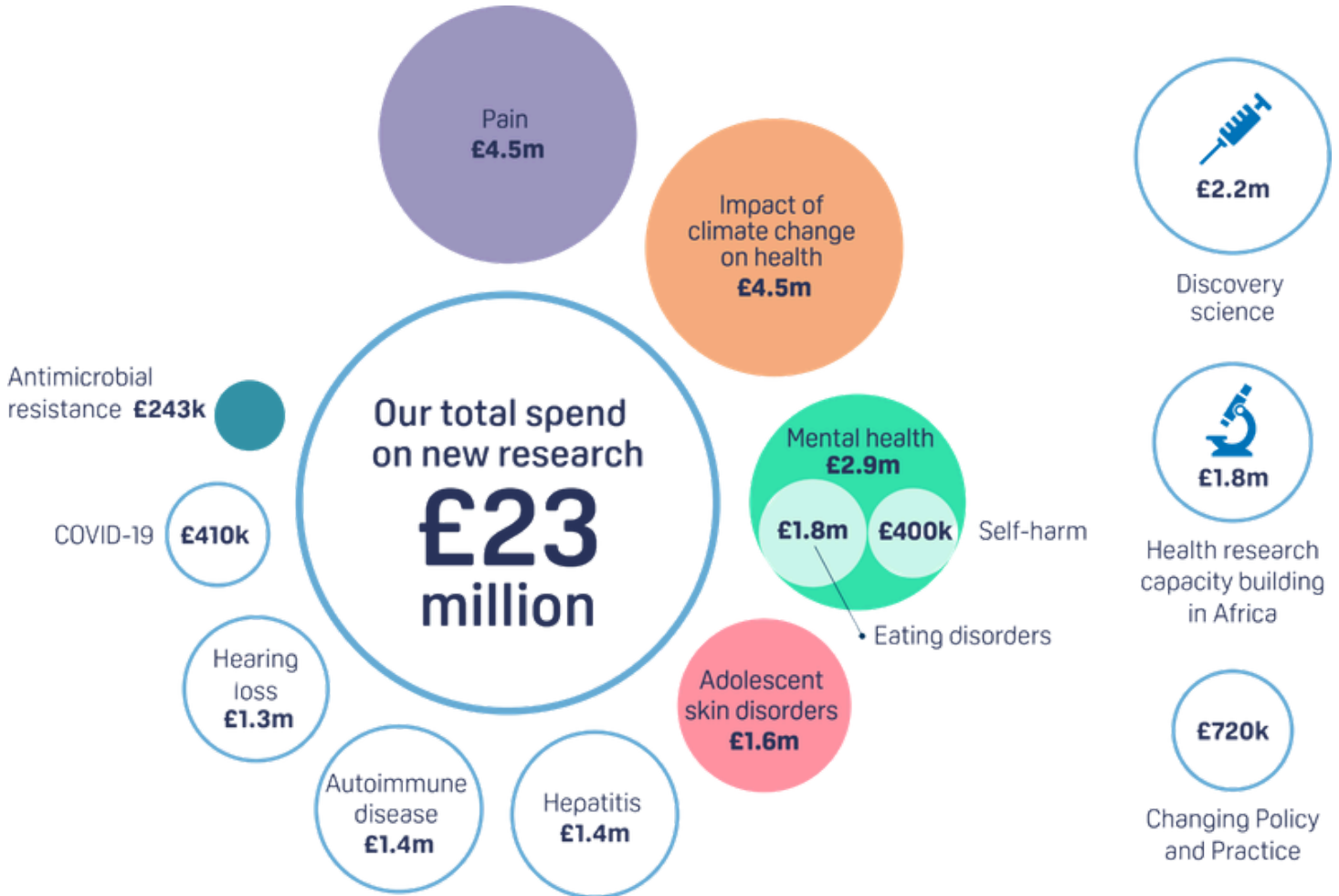
We give hope to people whose health conditions are overlooked, by supporting research in areas that are underfunded.

We invest in the brightest and best researchers, ensuring the next generation of scientists can continue to solve the biggest challenges facing human health.



Our impact

Between 2019 and 2024, we funded 192 researchers, through more than 200 research awards...



Our priorities for the next five years are to:

- Improve the lives of children and young people
- Address neglected areas of mental health
- Tackle the health impacts of climate change
- Respond to emerging health threats and research opportunities

[Read our Strategy to 2029 here](#)

[Read our latest Annual Report here](#)

Working with us

At the **Medical Research Foundation**, we're more than just a team. We're a purpose-driven organisation working to improve lives through ground-breaking medical research.



Team building day



New Scientist Live 2025

By joining us, you can become part of something bigger: **a mission to tackle the most pressing and overlooked health challenges of our time.**



Meeting the researchers



Victoria Park 10K fundraiser

Key staff policies and benefits



Competitive pay

We aim to ensure that our pay is appealing to attract and retain talented and committed people. We strive to remain competitive in the market, and so we seek an independent salary benchmark on each of our jobs every two years.



Generous leave

We offer an annual leave allowance of 30 days plus bank holidays per year (pro rata), some of our bank holiday allowance is transferrable to other dates, and we work a four-day week (pro rata) during August. We offer additional paid leave available for volunteering, plus generous maternity, paternity, and adoption pay to support your family life.



Flexible working

A full-time working week is 36 hours, with core working hours from 10:00 to 16:00 Monday to Friday. Hours may be worked flexibly around the core time to meet business needs and to achieve your own work-life balance.



Pensions and financial security

We double-match your pension contributions, offering up to 12% employer contributions through a salary sacrifice scheme. We provide interest-free loans for travel and other significant one-off expenses, participate in the cycle to work scheme, and provide a life assurance scheme (4x your salary).



Health benefits

We offer an annual health assessment with an occupational health provider, a free annual flu vaccination and access to a health app providing access to a variety of health and counselling services.



Hybrid working

We value working in-person to develop strong connections with each other and our mission, so we work together at the office for at least three days a week (pro rata) including Monday and Tuesday. Other days may be worked remotely at a UK address. Some roles benefit from greater office presence and this will be made clear in the job advert.

Culture

We value our **open, transparent and inclusive** culture where staff work closely across teams at all levels of the organisation. Our team is known for its kindness, support for each other, and dedication to our mission to lay the foundations for ground-breaking new discoveries and life-changing advances.

Social connection is also an important part of life here. We host regular all-staff lunches, team building activities and celebration events, and our active Social Committee organises lunchtime and post-work events and activities throughout the year.





☎ 020 4581 2400

✉ workforus@medicalresearchfoundation.org.uk

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