



# Earlham Institute

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Decoding Living Systems

MISSION AND VALUES



# 1. Vision

- 1.1 El's vision is to improve plant, animal and human health by advancing knowledge through the development and application of innovative technologies.

We aim to achieve this by:

Bringing together multi-disciplinary expertise in living systems with computational science and biotechnology to:

- answer ambitious biological questions
- generate enabling resources
- train the next generation of scientists
- work with industry to stimulate the bio-economy, and
- engage with policy makers, the public and stakeholders about our science.

# 2. Mission

- 2.1 El's mission is to advance and enable bioscience by applying computational and data driven approaches. El has developed to be one of the leading UK research and innovation research centres. The strategy has relied on the implementation of novel applications, establishing collaborative work to advance knowledge in biosciences, develop novel applications in biotechnology, and promote the growth of the UK bioeconomy.
- 2.2 The Institute's current mission is built on the strong foundation established by El in the initial set-up (2009-2011, as The Genome Analysis Centre) and rests on three key strengths:
- Expertise – El hosts one of the largest and most experienced teams in the UK specialising in the generation and analysis of genomics' data using next-generation sequencing
  - Technology – El's sequencing and computing platforms include the most advanced equipment and is configured to deliver competitive analysis for large genomics' datasets
  - Infrastructure – El is at the forefront in the development of specialised databases, pipelines and software for data analysis and visualisation.



## 3. Values.

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- 3.1 El's vision is founded on a culture defined by the following values:
- Openness – We promote the dissemination of knowledge and distribution of data and software tools by following open and transparent data-sharing policies that are embedded in El's research programmes.
  - Technical Excellence – We are committed to continuous improvement, and to work to the highest standards of quality across the organisation
  - Developing and Rewarding Talent – We aim to recruit, train and retain highly skilled and talented people
  - Innovation – We apply novel, state of the art technologies to deliver innovative approaches.
  - Collaboration – We work collaboratively, internally and externally, through mutual respect and openness.
- 3.2 We are moving rapidly from an era where the emphasis was on obtaining, and generating data, to one in which genome-wide sequencing and other 'omics technologies can be used routinely for multiple assays.
- 3.3 Life sciences stand at a crossroads and progress demands novel analytical approaches that can lead to the next breakthroughs.
- 3.4 The focus will be on interpreting how information is managed by living systems beyond the molecular and cellular level. This will impact on all areas of biological science and will continue to demand skilled personnel, computational systems and analytical tools to interpret and apply the data.