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| Last updated: | February 2023 |

**JOB DESCRIPTION**

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| Post title: | Senior Research Fellow | | |
| Academic Unit/Service: | Cancer Sciences | | |
| Faculty: | Medicine | | |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 5 |
| \*ERE category: | Research pathway | | |
| Posts responsible to: | Professor of Experimetal Pathology | | |
| Posts responsible for: | n/a | | |
| Post base: | Non Office-based (see job hazard analysis) | | |

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| Job purpose |
| To plan and deliver research in accordance with the specified industry-funded (Boehringer Ingelheim) project studying the regulation of cancer-associated fibroblast (CAF) differentiation with the aim of identifying novel targets for drug development to overcome CAF-mediated immunotherapy resistance, under the supervision of the Professor of Experimetal Pathology.  To undertake leadership, management and engagement activities. |

| Key accountabilities/primary responsibilities | | % Time |
| --- | --- | --- |
|  | To plan and deliver high quality research in accordance with the specified industry-funded (Boehringer Ingelheim) project, project managing the research activity, sustaining a personal research plan, and supervising and taking responsibility for some research team members under the supervision of the Professor of Experimetal Pathology. | 75 % |
|  | Regularly disseminate findings by taking the lead in preparing publication materials for referred journals, presenting results at conferences, or exhibiting work at other appropriate events. Plan, develop and contribute to the writing of bids for research funding, innovative research proposals and projects. | 10 % |
|  | Investigate new technologies and approaches to test and develop them. Develop and engage in research methodologies that add to the knowledge/understanding of the subject area. | 5% |
|  | Carry out management and administrative tasks associated with specified research funding, including risk assessment of project activities, organisation of project meetings and documentation and preparation of annual reports. To oversee and implement procedures required to ensure accurate and timely formal reporting. To attend and actively participate in meeting seminars and learning opportunities as required and appropriate within the School of Medicine. | 5% |
|  | Carry out occasional student supervision, demonstrating or lecturing duties within own area of expertise. Any other duties as allocated by the Professor of Experimetal Pathology following consultation with the post holder. | 5% |

| Internal and external relationships |
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| * Direct responsibility to Group Leader. * Good working relationships with other groups in the School of Cancer Sciences and Faculty of Medicine. * Good working relationships with staff of Biological Research Facility. * Certain outside suppliers of research equipment and consumables. |

| Special Requirements |
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| To be available to work outside of normal working hours – depending on the time course, some experiments need to be completed at weekends or at night.  Willingness to work with mouse and primary human samples. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge & experience | PhD in cancer biology, immunology or related fields  Significant cell and molecular biology experience  Cancer research experience  Tissue culture experience  Have publications in good peer-reviewed journals  Track record of published research  Proven laboratory bench skills  Experience in handling and analysing large sets of data  Skills in statistical analysis  Experience using murine cancer models | Experience in fibroblast biology  Experinece using CRISPR/Cas9 technology  Bioinformatics expertise (including use of R/Python to analyse transcriptomic datasets)  Experience in 3-dimensional culture systems  Experience in vivo work | CV/interview |
| Planning & organising | Able to organise own research activities to deadline and quality standards  Proven ability to organise a range of high quality research activities to deadline and quality standards, ensuring plans complement broader research strategy |  | CV |
| Problem solving & initiative | Well developed analytical and problem solving capability  Able to develop original techniques/methods  Able to identify broad trends to assess deep-rooted and complex issues Able to apply originality in modifying existing approaches to solve problems |  | CV, Interview, Ref |
| Management & teamwork | Able to supervise work of junior research staff, delegating effectively  Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development  Able to manage, motivate and coordinate research team, delegating effectively.  Able to formulate staff development plans, if appropriate.  Able to undertake coordinating role in School/Department/university  Able to monitor and manage resources and budgets.  Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development |  | CV, Ref |
| Communicating & influencing | Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience  Able to present research results at group meetings and conferences  Able to write up research results for publication in leading peer-viewed journals  Work proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes  Excellent computer literacy  Track record of presenting research results at group meetings and conferences  Able to persuade and influence at all levels in order to foster and maintain relationships  Able to resolve tensions/difficulties as they arise  Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex problems | Effective communication with other professionals within interdisciplinary work environments | CV, Interview |
| Other skills & behaviours | Understanding and compliance of relevant Health & Safety issues  Positive attitude to colleagues and students |  | Interview, Ref |
| Special requirements | Willingness to learn new techniques quickly  Able to attend national and international conferences to present research results |  | CV, Interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| Yes | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) | X |  |  |
| ## Potential for exposure to body fluids | X |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: | X |  |  |
| Frequent hand washing |  | X |  |
| Ionising radiation | X |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  | X |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) | X |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods | X |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) | X |  |  |
| Fine motor grips (eg: pipetting) |  |  | X |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  | X |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working | X |  |  |
| ## Shift work/night work/on call duties |  |  |  |