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Job Description

Post title: Research Fellow in Cancer Immunotherapy

Date last updated/evaluated: January 2025

Author: Salah Mansour

Standard Occupation Code: 2119

School / Department: Clinical and Experimental Sciences and Cancer Sciences

Faculty / Directorate: Medicine

Job Family: Education, Research and Enterprise (ERE)

Grade: Level 4

ERE Pathway (if applicable): Research

Post reporting to: Salah Mansour & Ali Roghanian

Post line report(s): Some supervision of junior research staff, students and technicians

Post base location: Other **:** Non- office based (see job hazard analysis)

Job purpose:

 To undertake research in accordance with the specified research project under the supervision of the PI and co-PIs.

To undertake leadership, management and engagement activities.

## Key accountabilities and indicative time allocation:

| Key accountabilities/primary responsibilities | % Time |
| --- | --- |
|  | To drive an area of research (generating data with iNKT cells as novel off the shelf therapy for AML). This will take the form of laboratory experiments and will include tissue culture, molecular biology, protein biochemistry, flow cytometry and in vivo models. | 65% |
|  | Disseminate findings by taking the lead in preparing publication materials for refereed journals, presenting results at conferences, or exhibiting work at other appropriate events. | 10 % |
|  | Contribute to the writing of bids for research funding. | 5 % |
|  | Collaborate/work on original research tasks with colleagues in other institutions. | 10 % |
|  | Carry out administrative tasks associated with specified research funding, for example risk assessment of research activities, organisation of project meetings and documentation. Implementation of procedures required to ensure accurate and timely formal reporting and financial control. Attend all relevant Academic Unit and Faculty safety and fire lectures. | 5 % |
|  | Supervise the work of junior research group members. | 5 % |

Internal and external relationships:

Direct responsibility to holder of research award and/or other academic supervisors.

May have additional reporting and liaison responsibilities to external funding bodies or sponsors.

May be asked to serve on a relevant Academic Unit committee, for example research committee.

Collaborators/colleagues in other work areas and institutions.

Special requirements:

To be available to participate in fieldwork as required by the specified research project.

To attend national and international conferences for the purpose of disseminating research results.

To be available to work outside regular hours.

*Applications for Research Fellow positions will be considered from candidates who are working towards or nearing completion of a relevant PhD qualification. The title of Research Fellow will be applied upon successful completion of the PhD. Prior to the qualification being awarded the title of* ***Senior Research Assistant*** *will be given.*

# Person Specification – Skills and Competencies

All essential and desirable criteria outlined in this Person Specification will be assessed through a combination of recruitment application and CV, and where applicable numerical or written assessment.

**Knowledge, Experience and Qualifications**

Essential

* PhD or equivalent professional qualifications and experience in biological/biomedical sciences (e.g., immunology)
* Understanding and knowledge of cellular biology and immunology
* Working knowledge of immunology techniques including flow cytometry
* Working knowledge of multiomic sequencing
* Working knowledge of cell culture techniques
* Working knowledge of in vivo models

Desirable

* Knowledge of T cell biology
* Knowledge of protein expression and purification techniques

**Teamwork and Communication**

Essential

* Delegates and/or collaborates effectively, understanding the strengths and weaknesses of colleagues.
* Works proactively with colleagues and other stakeholders, within and beyond the University, to achieve outcomes.
* Communicates effectively to develop understanding and achieve cooperation.
* Provides clear advice, guidance and recommendations on novel or complex concepts and issues
* Able to supervise work of junior research staff, delegating effectively
* Able to contribute to Academic Unit management and administrative processes
* Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development
* 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

**Planning, Organisation and Resource Management**

Essential

* Plans and progresses education, research and/or knowledge exchange and enterprise activities within broad guidelines and established University policies and procedures.
* Formulates development plans to meet current skill requirements.
* Able to organise own research activities to deadline and quality standards
* Able to develop understanding of complex problems and apply in-depth knowledge to address them
* Able to develop original techniques/methods
* Able to attend national and international conferences to present research results
* Some out of hours working

**Problem Solving and Initiative**

Essential

* Develops detailed understanding of long-standing and/or complex problems and applies accumulated knowledge and experience to understand and/or resolve them.
* Demonstrates an awareness of principles and trends within a specialist field and awareness of how this affects education, research and/or knowledge exchange and enterprise activities in the University.
* Understanding of relevant Health & Safety issues
* Positive attitude to colleagues and students

# Job Hazard Assessment

A full health clearance is required for this role where any hazards marked “**^**”, using the agreed Occupational Health referral template [available from here](https://sotonac.sharepoint.com/teams/HealthWellbeing/SitePages/Occupational-Health.aspx). Where a full health clearance is required, this will apply to all role holders, including existing members of staff.

## Physical Environment

Working outside **^** Not applicable

Exposure to noise levels >80dbA **^** Not applicable

Working with dust or fumes **^** Frequently 30-60% Time

Working with skin irritants **^** Occasionally <30% Time

Working with chemicals (industrial or cleaning) **^** Frequently 30-60% Time

Working in a confined space **^** Not applicable

Working at height **^** Not applicable

Working with sewage **^** Not applicable

Contact with cytotoxins **^** Occasionally <30% Time

Exposure Prone Procedure (EPP) work **^** Occasionally <30% Time

Contact with clinical specimens or pathology work **^**  Occasionally <30% Time

Direct patient care or patient contact Not applicable

Exposure to temperature extremes Occasionally <30% Time

Frequent hand washing Frequently 30-60% Time

Ionising radiation Occasionally <30% Time

## Psychological and Social Environment

Working shifts **^** Not applicable

Working nights **^** Occasionally <30% Time

Lone working Occasionally <30% Time

Working with children Not applicable

Exposure to persons with challenging behaviourNot applicable

Working with larger groups Frequently 30-60% Time

## Equipment, Tools and Machines

Working with vibrating machinery or tools **^** Occasionally <30% Time

Driving duties e.g. LGV, PCVs, forklift trucks **^** Not applicable

Food handling Not applicable

Contact with latexConstantly >60% Time

## Physical Abilities

Prolonged physical movements or actions e.g. walking **^** Frequently 30-60% Time

Prolonged Standing or Sitting **^** Frequently 30-60% Time

Moving or handling heavy loads **^** Not applicable

Repetitive pulling or pushing **^** Frequently 30-60% Time

Repetitive climbing (steps, stools, ladders, stairs) **^** Not applicable

Repetitive crouching, kneeling or stooping Not applicable

Repetitive lifting Not applicable

Fine motor grips (e.g. pipetting) Frequently 30-60% Time

Repetitive reaching below shoulder height Not applicable

Repetitive reaching at shoulder height Not applicable

Repetitive reaching above shoulder height Not applicable

# Behaviours

Our [Inclusion and Respectful Behaviour Policy](https://www.southampton.ac.uk/about/governance/regulations-policies/policies/inclusion-respectful-behaviour) describes the expectations of everyone who is a part of our community.

Our **Southampton Behaviours** (below) outline the responsibilities we each have in working collaboratively to achieve our University strategy.

**Personal Leadership**

 - I take personal responsibility for my own actions and an active approach towards my development.

 - I reflect on my own behaviour, actively seek feedback and adapt my behaviour accordingly.

 - I demonstrate pride, passion and enthusiasm for our University community.

 - I demonstrate respect and build trust with an open and honest approach.

**Working Together**

 - I work collaboratively and build productive relationships across our University and beyond.

 - I actively listen to others and communicate clearly and appropriately with everyone.

 - I take an inclusive approach, value the differences that people bring and encourage others to contribute and flourish.

 - I proactively work through challenge and conflict, considering others’ views to achieve positive and productive outcomes.

**Developing Others**

 - I help to create an environment that engages and motivates others.

 - I take time to support and enable people to be the best they can be.

 - I recognise and value others’ achievements, give praise and celebrate their success.

 - I deliver balanced feedback to enable others to improve their contribution.

**Delivering Quality**

 - I identify opportunities and take action to make improvements.

 - I plan and prioritise efficiently and effectively, taking account of people, processes and resources.

 - I am accountable for tackling issues, making difficult decisions and seeing them through to their conclusion.

 - I encourage creativity and innovation in others, to deliver workable solutions.

**Driving Sustainability**

 - I consider the impact on people before taking decisions or actions that may affect them.

 - I embrace, enable and embed change effectively.

 - I regularly take account of external and internal factors, assessing the need for change, and gaining support to move forward.

 - I take time to understand our University strategy and communicate this to others.