

## Nuffield Division of Clinical Laboratory Sciences

### Job Description and Selection Criteria

<b>Job title</b>	Principal Investigator in Advanced Genetic Therapy
<b>Division</b>	Medical Sciences Division
<b>Department</b>	RDM Clinical Laboratory Sciences
<b>Location</b>	John Radcliffe Hospital, Oxford, OX3 9DU
<b>Grade and salary</b>	Grade 9: £50,300 - £58284 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Permanent following 5-year review
<b>Reporting to</b>	Head of Department, Prof Deborah Gill
<b>Vacancy reference</b>	161797
<b>Additional information</b>	

### The role

Applications are invited for the post of Principal Investigator in Advanced Genetic Therapy, to be held in the Nuffield Division of Clinical Laboratory Sciences (NDCLS), part of the Radcliffe Department of Medicine (RDM) at the University of Oxford. RDM is a large multi-disciplinary department, which aims to tackle some of the world's biggest health challenges by integrating innovative basic biology with cutting edge clinical research. We have internationally renowned programmes in a range of areas including cardiovascular sciences, diabetes and endocrinology, immunology, haematology and pathology. In NDCLS there is a strong focus on understanding human disease pathology at both the molecular and systems level and a strong drive to translate our findings into treatments for human disorders.

We are now seeking to make an additional appointment in NDCLS, to complement our existing research activities in translational gene and cell therapy or a closely related area. The successful candidate will have a doctorate in biological sciences or a closely related field and a proven track record of high quality, internationally recognised research, as evidenced by a strong publication record commensurate with their career stage and previous success in securing their own research funding.



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The successful candidate will bring or be looking to build an independent research group, aligned with the research areas in NDCLS. You will be expected and supported to attract research funding, to supervise postgraduate research students and to participate in the administration of the department.

You will report to the Head of NDCLS and the appointment will be confirmed as permanent on successful completion of a review during the first 5 years. During this time, you will be supported in your academic progression to work towards applying for the title of Associate Professor (or alternative), awarded by the University.

### Responsibilities

- Lead an internationally competitive and original programme of research within the field of advanced therapeutics, including establishing the strategic direction and setting standards for the work of the group.
- Secure external funding to support an independent research group, including preparation of funding applications for specific calls.
- Manage and monitor research resources, budgets and staff, including health and safety responsibilities; line management and supervision; set clear task objectives; develop productive working relations and contributing to staff development through induction, appraisal, and coaching.
- Regularly write research articles for publication, and present papers at international conferences, and lead seminars to disseminate research findings.
- Provide academic supervision for postgraduate research students, assist with examining postgraduate student progression and contributing to lectures and class teaching where appropriate/requested.
- Carry out collaborative projects with colleagues in the wider department, across the Medical Sciences Division and partner institutions.
- Willing to undertake a range of administrative duties within NDCLS including being a member of committees advising on scientific and management matters for the division and wider RDM.
- Champion and participate in public engagement activities.



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## Nuffield Division of Clinical Laboratory Sciences

### Selection criteria

#### Essential selection criteria

- A relevant Ph.D/D.Phil in the field of Biological Sciences with significant post-qualification research experience;
- A proven track record of high quality, internationally recognised research as evidenced by a strong publication record and successful grant applications;
- Evidence of ability to attract research funding for an independent programme of research, demonstrated by success in securing grant and/or industrial funding at a level commensurate with career stage;
- Evidence of other academic achievements or markers of esteem;
- Evidence of the excellent interpersonal skills required to lead and motivate a team of research staff;
- An interest in knowledge transfer and industrial collaboration, the commercialisation of intellectual property, and the impact of research translation beyond academia;
- An exciting, ambitious and credible research vision and proposal consistent with the NDCLS research strengths and status;
- Experience of and/or ability to teach effectively, both at undergraduate and graduate level, a wide range of topics within the field of biological science.

#### Desirable selection criteria

- Experience of providing academic supervision and delivering teaching;
- Evidence of engagement with initiatives in Equality, Diversity and Inclusion and PPIE.



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## Nuffield Division of Clinical Laboratory Sciences

### Pre-employment screening

#### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at:  
<https://www.jobs.ox.ac.uk/pre-employment-checks>

#### Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Working with blood, human products and human tissues
- Work with allergens, Eg laboratory animals, pollen, dust, fish or insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:



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## Nuffield Division of Clinical Laboratory Sciences

### About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

### Nuffield Department of Clinical Laboratory Sciences (NDCLS)

The original Nuffield Departments date from Lord Nuffield's original benefaction to the Oxford Medical School in 1938. Led by Professor Deborah Gill, the Nuffield Division of Clinical Laboratory Sciences brings together all of the clinical laboratory-based disciplines within the Oxford Medical School (Microbiology, Genetics, Cellular Pathology, Haematology and Clinical Biochemistry).

As well as the teaching of Undergraduate and Clinical Medical Student courses, NDCLS has an active research programme, holding more than £5.3m per annum (£25m in total) of research grants from Research Councils and charities.

For more information please visit [www.ndcls.ox.ac.uk](http://www.ndcls.ox.ac.uk)



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## Nuffield Division of Clinical Laboratory Sciences

### Radcliffe Department of Medicine (RDM)

The Radcliffe Department of Medicine (RDM) within the Medical Sciences Division is one of the largest departments in the University of Oxford. Headed by Professor Keith Channon, RDM is a multi-disciplinary department which aims to tackle some of the world's biggest health challenges by integrating innovative basic biology with cutting edge clinical research. The Department was formed in 2012 and comprises:

- The Division of Cardiovascular Medicine (CVM)
- The Investigative Medicine Division (IMD)
- The Nuffield Division of Clinical Laboratory Sciences (NDCLS)
- The Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM)
- The majority of research groups from the MRC Weatherall Institute of Molecular Medicine (WIMM)

The Department has internationally renowned programmes in a range of areas, including cardiovascular sciences, diabetes and endocrinology, immunology, haematology and pathology. Our work is underpinned by excellence in molecular medicine, stem cell biology, genomics and clinical laboratory science.

The Department employs in the region of 650 staff, has around 150 postgraduate research students and has an annual turnover of around £59m of which £38m is externally funded grants and contracts.

RDM supports a culture that is inclusive and supportive of all members, including those with caring responsibilities and those who work flexibly for other reasons. We are proud to be a [family friendly department](#), and are committed to creating a working environment that offers opportunities for working parents/carers to achieve their professional goals and develop their careers without having a detrimental effect on family life. To support this, we have a range of family friendly policies and practices including maternity, paternity and adoption leave, shared parental leave and unpaid parental leave, flexible/part-time working and scheduling meetings within core hours (9.30 a.m. - 2.30 p.m.). Many of our staff work flexibly, with arrangements managed informally or formally.

The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Bronze Athena SWAN award. RDM holds a departmental Silver Athena SWAN award in recognition of our efforts to introduce organisational and cultural practices that promote gender equality in SET to create a better working environment for both men and women.

For more information on the Department please visit: [www.rdm.ox.ac.uk](http://www.rdm.ox.ac.uk).



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## Nuffield Division of Clinical Laboratory Sciences

### The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: <http://www.medsci.ox.ac.uk>





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## Nuffield Division of Clinical Laboratory Sciences

### How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of three referees and indicate whether we can contact them now. The University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. You should also contact these three referees to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if asked.

You will be asked to upload the following three documents as part of your application:

**(1) Full CV** including publications, teaching experience, career details to date, and awards received. Use asterisks to **highlight five peer-reviewed publications** and explain your significant individual contribution to these.

**(2) The supporting statement** (2 pages max) should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment and education. You may also choose to include an additional contextual statement (1 page max) along with your supporting statement to highlight life events (such as covid-19, maternity leave or leave to care for other dependants) that may have impacted on your research output. The panel will consider this when shortlisting.

**(3) The research proposal** (2 pages max) should set out your vision, plans and priorities for your research over the next 5 years, which could potentially form the basis of your first grant application; and which should include a section on the translational potential of your work, indicating potential funding schemes. You may wish to suggest interactions with our current research activities relating to gene and cell therapy.

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

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### Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).





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If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

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If you need help

Application FAQs, including technical troubleshooting advice is available at:

<https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly.

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

### Important information for candidates

#### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

#### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>

There is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

#### Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.



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## Nuffield Division of Clinical Laboratory Sciences

### Benefits of working at the University

#### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

#### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

#### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

#### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

#### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>



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## Nuffield Division of Clinical Laboratory Sciences

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).

