Job description and selection criteria

<table>
<thead>
<tr>
<th>Job title</th>
<th>Postdoctoral Research Scientist – Monoclonal Antibody Production &amp; Testing</th>
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<tbody>
<tr>
<td>Division</td>
<td>Medical Sciences</td>
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<tr>
<td>Department</td>
<td>Nuffield Department of Medicine (NDM)</td>
</tr>
<tr>
<td>Location</td>
<td>Jenner Institute, Old Road Campus Research Building, Headington, Oxford, OX3 7DQ</td>
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<tr>
<td>Grade and salary</td>
<td>Grade 7: (£31,076 - £38,183) per annum</td>
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<tr>
<td>Hours</td>
<td>Full time</td>
</tr>
<tr>
<td>Contract type</td>
<td>Fixed-term, externally funded for 24 months</td>
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<tr>
<td>Reporting to</td>
<td>Professor Simon J Draper</td>
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<tr>
<td>Vacancy reference</td>
<td>129895</td>
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<tr>
<td>Additional information</td>
<td>This post will require security screening</td>
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</tbody>
</table>

The Role

The position will support the preclinical and clinical immunology programme performed as part of the Blood-Stage Malaria Vaccine group.

Prof Simon Draper’s research group is focussed on the development of new antibody-inducing vaccines, primarily targeted against the blood-stage malaria parasite but also other difficult disease targets. The group has a strong translational focus, seeking to develop innovative and new concepts in vaccine design and delivery. Over the last seven years we have translated nine vaccine candidates into Phase Ia and Ila clinical trials to evaluate the safety and immunogenicity in healthy volunteer subjects in the UK, including experimental malaria challenge studies to test vaccine efficacy.

For more information about the group, see: [http://www.jenner.ac.uk/blood-stage-vaccines](http://www.jenner.ac.uk/blood-stage-vaccines)
The group’s translational activity is underpinned by a strong programme of pre-clinical work, seeking to design and validate future generations of vaccines. Previously, our principal focus has been upon the development of malaria vaccines, including replication-deficient viral vector platforms. More recently, we have developed programmes using recombinant protein and nanoparticle approaches, and are diversifying our work to use the platforms we have developed to produce monoclonal antibodies for various applications.

The group seeks to exploit the opportunities created by its work to gain insights both into pathogen biology and host immune responses which may assist with the development of future vaccine and immunotherapeutic approaches. Recent examples include studies of the mechanism of malaria parasite neutralisation by novel strain-transcending monoclonal antibodies and working with structural biologists to design improved vaccine immunogens. We aim to adopt a collaborative approach to our projects and are keen to interact with others within the University, nationally and internationally in order to apply the most appropriate and powerful techniques to our work.

The group has a strong record of attracting external grant funding, an increasingly strong publication record, and has expanded significantly in recent years. We aim to foster scientific excellence within a friendly, open and free-thinking environment.

We now require a senior research scientist to perform work related to monoclonal antibody (mAb) generation, characterisation and functional testing. The position will be a supporting role across a number of on-going immunology projects where the generation or testing of mAbs is required. We are particularly looking for someone with prior experience of mAb generation, either by hybridoma methods or robot technologies, and subsequent mAb characterisation, in particular by surface plasmon resonance/Biacore. Previous experience of mAb engineering or cloning would be highly desirable.

You will be highly organised, with proven experience in a laboratory environment. You will have good interpersonal skills and be able to interact productively and accurately with other team members. Previous laboratory experience, good communication skills and the ability to work as part of a team are essential.

The position will be based at the Jenner Institute Laboratories, at the University’s Old Road Campus in Headington. Informal enquiries about this post can be addressed to: simon.draper@ndm.ox.ac.uk

Responsibilities

- To participate in the research programme led by Prof Simon Draper to develop novel malaria vaccines and monoclonal antibodies, and to develop improved approaches for the production of effective antibodies.
- To help supervise students and other members of the group, as required.
- To liaise and coordinate with industrial and/or academic collaborators, where required.
- To contribute immunology/vaccine/mAb expertise, as requested, to other Jenner Institute programmes and collaborating Institutes.
- To operate laboratory equipment used for all aspects of immunology/vaccine/mAb development.
- To interpret results and to present to members of the Draper Group, and the Jenner Institute.
- To contribute to the efficient running, cleanliness and tidiness of the laboratory.
Communication

- To communicate with Prof Simon Draper and other members of the group as required, ensuring that they are kept fully up to date with progress in the research project.
- To help prepare scientific papers for publication, present the research at scientific conferences and contribute to the Jenner website.
- To participate in and contribute directly to scientific discussions with other members of the research group and collaborators on Jenner Institute projects.
- To maintain confidentiality regarding research data when interacting with non-collaborating researchers.

Education and Training

- To attend appropriate scientific seminars, training opportunities and meetings in the Institute and University.
- To participate in the education and training of other staff as necessary and appropriate.
- Once trained the post holder's performance will be continually monitored to ensure that the required standard of accuracy and efficiency is maintained.

Further Responsibilities

- To act at all times in the interests of the Institute to ensure good laboratory practice.
- To be accountable for personal professional conduct within the project.
- To undertake such other duties as may be required from time to time that are commensurate with the grade and responsibilities of this post.
- To ensure that work in the laboratory is conducted safely and, in particular, that work is undertaken using appropriate safety procedures and in the dedicated areas.
- To accord due regard to the University Equal Opportunities and Data Protection policies.
- To participate in and support the public engagement and widening access activities of the Department and the University. This is anticipated to be not more than 2 days per year.

All employees will have to ensure that their work in the laboratory is conducted safely at all times and, in particular, that work is undertaken following the appropriate health and safety policies and procedures for the particular area, without compromise to their own safety or that of others who may be affected.

Hazard-specific / Safety-critical duties
See: www.admin.ox.ac.uk/personnel/recruit/preempcheck/compulsorychecks/medical

This job includes the following hazards or safety-critical activities which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work:

- Working with blood, human products and human tissues
Additional security pre-employment checks

- A satisfactory Disclosure Scotland check due to knowledge of the location of, certain pathogens/toxins/irradiators.
- University security screening (e.g. identity checks).

Selection criteria

Essential selection criteria

- A doctoral degree (or near completion) in a subject relevant to antibody development.
- Experience of monoclonal antibody production techniques – either hybridomas or using robots.
- Experience of surface plasmon resonance/Biacore.
- Self-motivated, technically competent and capable of working independently in a laboratory.
- Excellent communication, and interpersonal skills, and ability to work effectively with others.
- Excellent documentation and computer skills (Excel, PowerPoint and Word).
- Ability to research complex issues and interpret, analyse, and present scientific data and write factual reports.
- Well-developed organisation skills to be able to manage multiple projects with competing priorities effectively.

Desirable selection criteria

Experience of any of the following areas would be desirable:

- Monoclonal antibody engineering or cloning
- Rodent immunology
- Antibody response profiling including ELISA and related assays
- Protein expression and purification techniques
- Experience of aseptic technique particularly mammalian cell culture
- Previous experience of supervising and training others

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, and in providing all of our staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and 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. Income from external research contracts in 2014/15 exceeded £522.9m and ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. 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

Medical Sciences

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: www.medsci.ox.ac.uk

Nuffield Department of Clinical Medicine (NDM)

The Nuffield Department of Clinical Medicine (NDM) is one of the largest departments of the University of Oxford and is part of the Medical Sciences Division, with responsibility for a significant part of the teaching of clinical students within the Medical School. The Department also has a substantial research programme which requires high quality administrative management.

NDM has significant financial turnover and complexity, resulting from its diverse research portfolio, its geographical spread and its close links with NHS funding and strategic teams involved in the development and delivery of increasingly integrated clinical research platforms.

...fostering your career in science

For more information please visit: www.ndm.ox.ac.uk/home

The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Bronze Athena SWAN award. The Nuffield Department of Medicine holds a Silver Athena SWAN award to recognise advancement of gender equality: representation, progression and success for all. For more information please visit: www.ndm.ox.ac.uk/athena-swan

The Jenner Institute

The Jenner Institute was founded in November 2005 to develop innovative vaccines against major global diseases. Uniquely it focuses both on diseases of humans and livestock and tests new vaccine approaches in parallel in different species. A major theme is translational research involving the rapid early-stage development and assessment of new vaccines in clinical trials. For more information please visit: http://www.jenner.ac.uk/
How to apply

Before submitting an application, you may find it helpful to read the ‘Tips on applying for a job at the University of Oxford’ document, at www.ox.ac.uk/about/jobs/supportandtechnical/.

If you would like to apply, click on the Apply Now button on the ‘Job Details’ page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please provide details of two referees and indicate whether we can contact them now.

You will also be asked to upload a CV and a supporting statement. The supporting statement 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, education, or during career breaks (such as time out to care for dependants).

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

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

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

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 departments.

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)

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. Please check your spam/junk mail regularly to ensure that you receive all emails.

Important information for candidates

Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University’s pre-employment screening procedures, found at:

www.ox.ac.uk/about/jobs/preemploymentscreening/.
The University’s policy on retirement

The University operates an employer justified retirement age for all academic and academic-related posts (grade 6 and above), for which the retirement date is the 30 September immediately preceding the 68th birthday. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revaim/.

For existing employees any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

There is no normal or fixed age at which support staff in posts at grades 1–5 have to retire. Support staff may retire once they reach the minimum pension age stipulated in the Rules of the pension scheme to which they belong.

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.
Benefits of working at the University

Training and Development
A range of training and development opportunities are available at the University. Further details can be found at www.ox.ac.uk/staff/working_at_oxford/training_development/index.html.

For research staff only: Support for Research Staff
There is a particularly wide range of support for career development for research staff. Please visit www.ox.ac.uk/research/support-researchers to find out more.

Pensions
The University offers generous occupational pension schemes for eligible staff members. Further details can be found at www.admin.ox.ac.uk/finance/epp/pensions/pensionspolicy/.

Information for international staff (or those relocating from another part of the UK)
A wealth of information is available on the University's International Staff website for staff who are relocating to Oxford from abroad, at www.admin.ox.ac.uk/personnel/staffinfo/international/.

The University of Oxford Newcomers’ Club
The Newcomers’ Club is aimed at helping partners of newly-arrived visiting scholars, graduate students and academic members of the University to settle in and to meet people in Oxford.

Transport schemes
The University offers a range of travel schemes and public transport travel discounts to staff. Full details are available at www.admin.ox.ac.uk/estates/ourservices/travel/.

University Club and University Sports Facilities
The University Club provides social, sporting and hospitality facilities. It incorporates a Club bar, a cafe and sporting facilities, including a gym. See www.club.ox.ac.uk for all further details. University staff can use the University Sports Centre at discounted rates, and have the chance to join sports clubs. Please visit www.sport.ox.ac.uk/oxford-university-sports-facilities.

Childcare and Childcare Vouchers
The University offers quality childcare provision services at affordable prices to its employees. For full details about the services offered, please visit www.admin.ox.ac.uk/childcare. NB: Due to the high demand for the University's nursery places there is a long waiting list. The University also offers nursery fee payment schemes to eligible staff as an opportunity to save tax and national insurance on childcare costs. Please visit www.admin.ox.ac.uk/childcare.

Disabled staff
The University is committed to supporting members of staff with a disability or long-term health condition and has a dedicated Staff Disability Advisor. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details.

Bupa - Eduhealth
Bupa Eduhealth Essentials private medical insurance offers special rates for University of Oxford staff and their families www.eduhealth.co.uk/mini-site/.

All other benefits
For other benefits, such as free entry to colleges, the Botanic Gardens and staff discounts offered by third party companies, please see www.admin.ox.ac.uk/personnel/staffinfo/benefits/.