Job description and selection criteria

<table>
<thead>
<tr>
<th>Job title</th>
<th>Group Leader in infection, immunity and tumour immunology</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>
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<tr>
<td>Location</td>
<td>Ludwig Institute for Cancer Research, Old Road Campus</td>
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<tr>
<td></td>
<td>Research Building, Headington, Oxford</td>
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<tr>
<td>Grade and salary</td>
<td>Grade 9: £46,336 - £58,655 per annum with a discretionary range to £58,655 p.a.</td>
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<tr>
<td>Hours</td>
<td>Full time</td>
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<tr>
<td>Contract type</td>
<td>Fixed-term for 5 years</td>
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<tr>
<td>Reporting to</td>
<td>Professor Xin Lu</td>
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<tr>
<td>Vacancy reference</td>
<td>132505</td>
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<tr>
<td>Additional information</td>
<td>This post is funded by the Ludwig Institute for Cancer Research</td>
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</table>

The role

We are seeking a group leader with research interests in infection, immunity or tumour immunology to build a research program relating to cancer biology.

As a team leader you will develop an effective, productive research group, supervise postgraduate researchers and graduate students and form productive collaborations. You will receive mentorship from senior group leaders within the Ludwig Institute and the wider Oxford community. In addition to your salary, funds will be available to establish a small research group.

Responsibilities

- To develop and lead a research programme in infection, immunity or tumour immunology, and build an independent team to achieve this.
• Collaborate with other scientists to achieve the above. This will include forging and fostering appropriate links within Oxford as well as nationally and internationally.

• Manage and monitor research resources and budgets.

• Develop ideas for generating research income and promoting the research area and write funding applications for specific avenues of independent research.

• Provide effective people management by motivating, supervising and communicating with all members of the team.

• Provide academic supervision for research students, ensuring intellectual stimulus and access to resources necessary for a successful period of study at the Institute. In addition to identify and help gain external sources of funding for DPhil students.

• Prepare the results of the group’s work for presentation as publications in prestigious journals and at national and international conferences, representing the Institute locally, nationally and internationally.

• Contribute to establishing the strategic direction of the Ludwig Oxford Branch

• Adhere to the values of the Institute and University policies and practices, ensuring that all members of the team are fully aware of them and abide by them.

• Interact and collaborate with Institute technology transfer agents, Oxford Innovation and commercial partners with regard to any discoveries that may be potentially exploitable.

• Participate in activities that encourage effective internal collaboration, such as internal seminars etc.

• Responsibility for ensuring compliance with Institute, University and national regulations on safety and ethics that is relevant to the research programme.

• Member of departmental committees advising on scientific and management matters for the department.

• Responsibility to the Director and Head of Department with respect to safety policy, rules and regulations, returns required by external organisations and disciplinary matters.

Selection criteria

Essential selection criteria

• Hold a relevant PhD/DPhil with significant post-qualification research experience.

• A future research plan that is complimentary to the Ludwig Institute’s research themes and aims.

• Possess sufficient specialist knowledge in Inflammation and/or Immunology to develop research programmes and methodologies.
- An understanding of how to lead a successful research programme and develop new avenues of research.
- An established reputation and first author publication record.
- Excellent communication skills, both written and oral, with the ability to present to the scientific community and the lay public.
- Ability to lead and motivate a team of research staff.

Desirable selection criteria
- A successful track record of attracting funding and managing budgets.
- Experience of providing academic supervision.

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. Income from external research contracts in 2014/15 exceeded £522.9m and we rank first in the UK for university spin-outs, with more than 130 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: https://www.ndm.ox.ac.uk/working-for-ndm/aboutndmatheneswan/

The Ludwig Institute for Cancer Research (LICR)

Ludwig Cancer Research, Oxford Branch is headed by Professor Xin Lu. Research within the Branch is focused on identifying molecular switches that determine cancer cell heterogeneity, with the aim of sensitising cancer cells to therapy and improving patients' response to treatment.

To combat tumour heterogeneity, the scientists are researching a wealth of different molecular mechanisms with molecular switches of cell fate being a major theme of their research. One of the main research focuses is the identification of target selectivity of transcription factors in cell growth or death (Professor Xin Lu), stem cells and differentiation (Professor Colin Goding), as well as hypoxia and oxygen sensing (Professor Sir Peter Ratcliffe). This research is complemented by transcriptional networks governing the formation of blood vessels (Dr Sarah De Val), genetic markers that indicate how a cancer cell will respond to therapy (Dr Gareth Bond), epigenetic regulators of cell fate (Dr Skirmantas Kriaucionis), the structural and functional role of BET (Bromo and Extra Terminal) proteins in transcription initiation (Dr Panagis Filippakopoulos), inflammation and cancer (Dr Mads Gyrd-Hansen); and bioinformatics (Dr Benjamin Schuster-Boeckler).

The research groups at Ludwig Cancer Research, University of Oxford, have strong overlapping interests yet maintain diversity, enabling the effective sharing of ideas and technologies. By working together the scientists maximise their research potential.

The Oxford Branch currently employs approximately 120 staff at the Old Road Campus Research Building in Headington, Oxford, and has plans for further expansion over the coming 2-3 years.

For more information please visit: http://www.ludwig.ox.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/](http://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, future research proposal and a supporting statement.** The supporting statement must explain how you meet each of 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 CV, research proposal and supporting statement 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.

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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 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/](http://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](http://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.

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**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 (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at grade 8 and above. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/revisedeja/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/revisedeja/revproc/.

Form 1 October 2017, 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.

Benefits of working at the University

University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. 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 and www.sport.ox.ac.uk/oxford-university-sports-facilities.

Information for international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University’s International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor. See: www.internationalstaffwelcome.admin.ox.ac.uk/

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 to settle into Oxford and to provide them with an opportunity to meet people in the area. See www.newcomers.ox.ac.uk/

Childcare

The University has excellent childcare services with 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 www.admin.ox.ac.uk/childcare.

**Family-friendly benefits**

The University subscribes to My Family Care (www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

**Disabled staff**

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details including information about how to make contact, in confidence, with the University’s Staff Disability Advisor.

**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 www.admin.ox.ac.uk/eop/inpractice/networks/

**Other benefits**

Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts. See www.admin.ox.ac.uk/personnel/staffinfo/benefits