# Job description and selection criteria

<table>
<thead>
<tr>
<th>Job title</th>
<th>Postdoctoral Immunologist - Defining the immune response against emerging pathogens to aid effective vaccine design</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division</td>
<td>Medical Sciences</td>
</tr>
<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</td>
</tr>
<tr>
<td>Grade and salary</td>
<td>Grade 7: £31,604 - £38,833 per annum. Depending on experience, this post may be offered at grade 6 with reduced duties.</td>
</tr>
<tr>
<td>Hours</td>
<td>Full time</td>
</tr>
<tr>
<td>Contract type</td>
<td>Fixed-term (External funding available for 24 months in the first instance)</td>
</tr>
<tr>
<td>Reporting to</td>
<td>Dr. Teresa Lambe</td>
</tr>
<tr>
<td>Vacancy reference</td>
<td>134494</td>
</tr>
<tr>
<td>Additional information</td>
<td>Grade 7; Depending on experience, skills, and competence, this post may be offered at Grade 6 (£28,098 - £33,518 p.a.) with reduced duties.</td>
</tr>
<tr>
<td>Research topic</td>
<td>Delineating the immune response against CCHFV and other Nairoviruses to aid effective vaccine design</td>
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<tr>
<td>Principal Investigator / supervisor</td>
<td>Dr. Teresa Lambe</td>
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<tr>
<td>Project team</td>
<td>Emerging Pathogens Vaccine program, under the direction of Dr. Teresa Lambe, Prof. Sarah Gilbert and Prof. Adrian Hill</td>
</tr>
<tr>
<td>Project web site</td>
<td><a href="http://www.jenner.ac.uk/">http://www.jenner.ac.uk/</a>  <a href="https://www.pirbright.ac.uk/">https://www.pirbright.ac.uk/</a></td>
</tr>
<tr>
<td>Funding partner</td>
<td>The funds supporting this research project are provided by BBSRC</td>
</tr>
</tbody>
</table>
| Recent publications               | 1. A Monovalent Chimpanzee Adenovirus Ebola Vaccine  
The role

Key Objective:

This postdoctoral scientist position will play a key role in the Emerging Pathogens Vaccine Group’s on-going programme of work. The primary focus will be to work as a member of the team responsible for delineating the immune response against nairoviruses to aid effective vaccine design.

Background:

The Jenner Institute is a leading multi-centre research facility, wherein the focus is on developing innovative vaccines and performing comparative immunology studies. We regularly advance preclinical vaccines through to phase I and Ila clinical trials to evaluate the safety and immunogenicity of novel vaccines. Primarily these trials are performed in healthy volunteers in the UK with parallel studies conducted in overseas disease-endemic areas.

Viral haemorrhagic fever (VHF) describes a severe multisystem syndrome, characterised by very high temperatures and internal bleeding, and is associated with high levels of morbidity and mortality. A number of nairoviruses can cause VHF with significant impact on human and animal health. In this project we will map the immune response toward Crimean-Congo haemorrhagic fever virus (CCHFV) and a naturally occurring and closely related VHF caused by an equally devastating, veterinary-specific nairovirus of sheep and goats (Nairobi sheep disease virus (NSDV)).

We have a strong record of attracting external grant funding, a robust publication record, and the programme(s) for vaccine development toward emerging pathogens have expanded significantly in recent years. Working closely with the clinical team, there is a strong translational emphasis, with full integration of the clinical and laboratory teams. Together, we aim to foster scientific excellence within a welcoming and progressive environment.

Job Description:

You will be a member of an Emerging Pathogens Vaccine program, under the direction of Dr. Teresa Lambe and will be responsible for carrying out immune profiling of human and animal samples following exposure to nairoviruses. Close collaboration with the Pirbright Institute (https://www.pirbright.ac.uk/) will be maintained for this project and some overseas travel may be required.

We will test the immune responses after natural exposure to, as well as controlled infection with nairoviruses foreseeing that this immune profiling will escalate antigenic targets to become vaccine components in elimination campaigns.
The postdoctoral scientist position will support the on-going programme of vaccine development against emerging pathogens. You will be responsible for the development of immune assays to facilitate the assessment of responses post nairovirus exposure, including assessment of both cellular and humoral immunity. You will be a highly organised, motivated individual with proven experience in immunology assessment.

**Responsibilities**

- Perform research involving *in vitro* immune assessment of samples including cellular immunity, e.g. ELISPOTs and/or flow cytometry, and humoral immunity, e.g. ELISA and/or flow cytometry.
- Perform research in cellular biology including immunofluorescence and sterile cell culture methodologies.
- Develop, progress and establish methodologies that can be used for the quantification of neutralising antibody titres toward emerging pathogens.
- Participate in research programmes of preclinical vaccine development.
- Assist with laboratory supervision and training of new students or junior research assistants in the group.
- Analyse data relating to the work undertaken and effectively communicate them to Dr. Lambe, and other members of the emerging pathogens groups, as well as at lab meetings.
- Perform any other comparable duties as may be required to ensure the efficient running of the laboratory.
- Responsible with others for the biological safety of the laboratory.

**Communication**

- Participate in, and contribute directly to, scientific discussions with other members of the research group and collaborators on the project.
- Maintain confidentiality regarding research data when interacting with non-collaborating researchers.

**Education and Training**

- Attend appropriate scientific seminars, training opportunities and meetings in the Institute and University.
- 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**

- 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.
- Undertake such other duties as may be required from time to time that are commensurate with the grade and responsibilities of this post.
- 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.
- 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.

Informal enquiries about this post can be addressed to: teresa.lambe@ndm.ox.ac.uk

**Hazard-specific / Safety-critical duties**

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:

- Lone Working
- Work with allergens, e.g. laboratory animals, pollen, dust, fish or insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:

![Pictograms]

**Additional security pre-employment checks**

This job includes the following duties which will require additional security pre-employment checks:

- Work with sensitisers/requiring health surveillance.

Include one of the following statements:

University security screening (eg identity checks), various levels of checks available (which may include a Disclosure Scotland check)

**Selection criteria**

**Essential selection criteria**

- A degree in a relevant biological/engineering subject.
- Self-motivated, technically competent and capable of working independently in a laboratory.
- Ability to interpret scientific data, analyse and research complex issues and write factual reports.
- A responsible nature with a methodical and careful approach to working in the laboratory.
- Well-developed organisation skills to be able to manage multiple projects with competing priorities effectively.
- Excellent organisational and interpersonal skills including the ability to work closely with others as part of a team, while taking personal responsibility for assigned tasks.
- Excellent communication skills, including the ability to present data and represent research objectives at meetings.
- Experienced with immunology testing and preferably vaccine development.
Desirable selection criteria

- Experienced with immunology testing and preferably vaccine development.
  - Experience in standard cellular immunology techniques, e.g. ELISpot and FACS and ICS.
  - Experience with standard antibody-based immunology techniques, e.g. ELISA, protein production and cell culture.
- Experience in human immunology/vaccine evaluation.
- Willingness to travel.
- Containment Level 3 or Biosafety Level 3 experience.
- UK PIL or equivalent.
- Experience with the tissue culture under category II conditions.

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-out, 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](http://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](http://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: department website [http://www.jenner.ac.uk/](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/](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 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 (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/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/

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

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/.