Job title | Head of Microbiology and Laboratory  
---|---  
Division | Medical Sciences  
Department | Nuffield Department of Medicine, Centre for Tropical Medicine and Global Health  
Location | Shoklo Malaria Research Unit (SMRU), Mae Sot, Thailand  
Grade and salary | Grade E65: £33,221 - £57,522 per annum  
Hours | Full time  
Contract type | Fixed-term until 30 September 2025 in the first instance  
Reporting to | Professor Francois Nosten, SMRU Director  
Vacancy reference | 146506  
Additional information | This post is funded by Wellcome

The role
The Microbiologist (clinical or laboratory) will be responsible for the day-to-day management of the microbiology laboratory at SMRU; and be the SMRU Laboratory department Head. The post will involve diagnostic bacteriology and virology including molecular methods. In addition, the post holder will support and develop research projects in line with the SMRU research agenda.

Responsibilities

Laboratory department Head
- Facilitate interactions between the different laboratories at SMRU (Microbiology, Malaria in-vitro, Haematology, Entomology, Microscopy and Clinic laboratories) and with other SMRU departments. This includes attendance at SMRU management committee meetings, dissemination of information and co-ordination of activities.

Microbiology department manager
- Supervision of the diagnostic microbiology service to support the clinical activities of SMRU.
- All aspects of laboratory management activities relating to:
  - Staff (recruitment, training and supervision);
  - Quality (acquisition and maintenance of accreditation will be a major focus) and;
  - Stock management.
Development, evaluation, and implementation of new diagnostic techniques for clinical and research activities.
Clinical liaison work: provision of microbiology-related advice and support to SMRU clinicians. The level of advice will be post-holder dependant.

**Researcher**
- Co-ordination of the laboratory aspects of infection research activities at SMRU.
- Develop own and collaborative research projects through grant application submissions, obtaining ethical approvals, data analysis and manuscript preparation for publication.

**Other**
- Laboratory Area Safety Officer. This involves overseeing the SMRU Laboratory Safety Committee.
- Infection prevention and control, including membership of the SMRU Infection Control Committee and provision of microbiology and laboratory advice.
- Collaboration with MORU wider network, including active membership of the Clinical Microbiology Network group.
- 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.
- Undertake mandatory training as required by the University, Division and Department. The specific list of training courses may change from time-to-time, in response to both legal and internal University requirements.

**Pre-employment screening**
All offers of employment are made subject to standard pre-employment screening, as applicable to the post.

If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and 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 so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

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/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

**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 (OHS), 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 infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- Work with any substance which has any of the following pictograms on their MSDS:
  ![Pictograms]
- Travel outside of Europe or North America on University Business
Selection criteria

Essential
- Undergraduate degree in medical microbiology (or undergraduate medical degree if clinical applicant)
- PhD in microbiology or related discipline (e.g. molecular biology)
- have a substantive academic contract of employment with an HEI
- be required, as a condition of their employment, to hold GMC or GDC registration
- and, where relevant, a licence to practise
- Training/employment in a clinical diagnostic laboratory
- Extensive experience in molecular microbiology
- Extensive experience in laboratory management
- Track record of published research work

Desirable
- Teaching experience, ideally including supervision of student research projects
- Previous laboratory work in the tropics/developing world

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 2016/17 exceeded £564m and we rank first in the UK for university spinouts, 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) …fostering your career in science

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.

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

The Nuffield Department of Clinical Medicine has been presented with a Departmental Athena SWAN Silver award in recognition of the commitment made to promote gender equality through our organisational and cultural practices and our efforts to improve the working environment for both men and women. For more information please see our Departmental Athena SWAN pages: www.ndm.ox.ac.uk/working-for-ndm/aboutndmatheneswan/. 

Tropical Medicine and Global Health

The Centre for Tropical Medicine and Global Health is a world leading Centre within the Nuffield Department of Clinical Medicine, University of Oxford, comprised of research groups who are permanently based in Africa and Asia as well as across two sites in Oxford.

Our research ranges from clinical studies to behavioural sciences, with capacity building integral to all of our activities.

Our research is conducted at three Wellcome Trust Africa and Asia Programmes in Kenya, Thailand and Viet Nam as well as a growing Centre in Oxford. The Centre for Tropical Medicine and Global Health also brings together a number of sister groups in Laos, Tanzania, Indonesia, the Democratic Republic of Congo, Myanmar, Cambodia and Nepal, as well as multiple collaborators around the world.

Tackling infectious diseases, which kill many millions of people every year, is one of the greatest challenges of the 21st century. We are researching solutions to the increasingly urgent problems these diseases cause.

The Centre’s annual research income is around £60m per annum with over 200 externally funded research grants and donations.

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

Mahidol Oxford University Research Unit (MORU)

The MORU Tropical Health Network, which hosts the ‘Thailand Wellcome Africa and Asia Programme’, conduct targeted clinical and public health research that aims to discover and develop appropriate, practical, affordable interventions that measurably improve the health of people living in resource-limited parts of the world.

Patient-centred research is the core of MORU's activities, as it has been since our establishment in 1979 as a research collaboration between Thailand’s Mahidol University and the UK's University of Oxford and Wellcome. Geographically dispersed across 5 research units and approximately 50 collaborative clinical research sites across Asia and Africa, the MORU Tropical Health Network’s integrated, highly collaborative, flexible structure allows us to address and have a significant impact on global and regional health problems.
Shoklo Malaria Research Unit (SMRU)

SMRU is part of the Mahidol Oxford University Research Unit based in Bangkok and supported by the Wellcome Trust. SMRU is based in Mae Sot on the north western border of Thailand and has a dual function: provide health care to marginalized populations (refugees and migrants) as well as rural populations from Myanmar and conduct operational research. SMRU started in 1986 with 3 people and a single trial on malaria prophylaxis in pregnant women in the Karen refugee camps. Gradually the unit has grown and expanded to include work in the migrant populations in 1995 with a team of over 100 people. Since 2009 the operations of SMRU include activities in Myanmar itself (in Karen state) in addition to 4 dispensaries for migrant workers and in Maela refugee camp with a team of 1200 people. The 3 main areas of work are malaria, tuberculosis and maternal-child health. The malaria programme focuses on the elimination of artemisinin resistant P.falciparum in 1200 villages of the Karen state and is supported by the Global Fund and the B&M Gates Foundation (annual budget 2.5M GBP). The tuberculosis programme provides diagnosis and treatment of patients from Myanmar and is supported by the Global Fund and DFID (annual budget 365K GBP). The maternal-child health programme includes antenatal care, obstetrics and neonatal care in the clinics on the border. The research portfolio includes studies on the treatment of malaria and the elimination strategy (including P.vivax), the pharmacology of antimalarials and anti-tuberculosis drugs, the diagnosis of infectious diseases, antimicrobial resistance, the effects of infections and micronutrient deficiencies on the mother, the fetus and the infant. In 2015 SMRU has published 56 papers in the scientific literature, almost 500 since 1986.

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 http://www.ox.ac.uk/about_the_university/jobs/research/ http://www.ox.ac.uk/about_the_university/jobs/professionalandmanagement/

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 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 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 department(s).

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 receive an automated email from our e-recruitment system 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: www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/. The University’s Policy on Data Protection is available at: www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

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 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/acrelretire8+/

For existing employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/

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

**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 [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/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 [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

**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 [www.welcome.ox.ac.uk](http://www.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 [www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/](http://www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/).

**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 My Family Care, 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 [www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/).

**Childcare**

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 [www.admin.ox.ac.uk/childcare/](http://www.admin.ox.ac.uk/childcare/).

**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 [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff).

**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/](http://www.admin.ox.ac.uk/eop/inpractice/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).