

Job title	Postdoctoral Research Scientist
Division	Medical Sciences
Department	Nuffield Department of Medicine
Location	CAMS Oxford Institute, Henry Wellcome Building for Molecular Physiology, Roosevelt Drive, Old Road Campus, Oxford, OX3 7BN Additional location: MRC Weatherall Institute of Molecular Medicine, John Radcliffe Hospital, Headley Way, Headington, Oxford, OX3 9DS
Grade and salary	Grade 7: £36,024 - £44,263 with a discretionary range to £48,350 p.a. (pro rata)
Hours	Full time
Contract type	Fixed-term contract until 31 December 2026
Reporting to	Nikolaos Kanellakis, Career Development Fellow
Vacancy reference	167891
Additional information	Funding provided by CAMS Core grant
Additional information	Fixed start date of 1 January 2024



NUFFIELD DEPARTMENT of MEDICINE

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www.ndm.ox.ac.uk

The role

We have an exciting opportunity for a Postdoctoral Research Scientist to join the group of Dr Nikolaos Kanellakis based in the Chinese Academy of Medical Sciences (CAMS) Oxford Institute (COI). The study involves translational research into cellular immunology and molecular mechanisms of microbial defence, and tissue homeostasis and infection.

The aim of this project is to characterise the role of neutrophils in post-bacterial pleural infection. Pleural infection is a complex disease bearing a strong socioeconomic impact. Pleural infection patients develop fluid in the area outside the lungs termed pleural effusion. Patients need prolonged hospitalisation, pleural fluid drainage and antibiotic administration.

Our group aims to characterise the role of neutrophils in pleural infection pathogenesis and evolution. We use a range of immunological techniques, including single cell RNA sequencing, functional neutrophil assays, multichromatic flow cytometry, immunohistochemistry.

You must have a proactive and adaptable approach to work and willingness to collaborate and provide scientific and workplace guidance to research assistants and students. Excellent record keeping, careful methodological work skills and the ability to meet deadlines are essential. You will need to communicate effectively with a range of collaborators, including the COI teams and contributing groups across Oxford.

Responsibilities

You will:

- Manage your own academic research and administrative activities. This involves small scale project management, to co-ordinate multiple aspects of work to meet deadlines.
- Generate and keep records of all experimental results.
- Adapt existing and develop new scientific techniques and experimental protocols.
- Test hypotheses and analyse scientific data from a variety of sources, reviewing and refining working hypotheses as appropriate.
- Identify and troubleshoot technical or scientific problems.
- Contribute ideas for new research projects.
- Develop ideas for generating research income, and present detailed research proposals to senior researchers.
- Collaborate in the preparation of scientific reports and journal articles and occasionally present papers and posters.
- Act as a source of information and advice to other members of the group on scientific protocols and experimental techniques
- Attend and represent the research group at internal and external meetings/seminars, either with other members of the group or alone
- Work as part of a team and carry out collaborative projects with colleagues in the group as well as in partner institutions, and research groups.
- Contribute to manuscripts, provide written and oral reports and other means of disseminating results, such as presenting data and ideas at regular laboratory group meetings.
- Participate in the smooth running of the laboratory and share in management responsibilities in the group.
- Work closely with the COI Laboratory Manager to ensure relevant Health and Safety legislation is implemented into SOPs and followed at all times by the group members.
- Maintain compliance with good laboratory practice and Human Tissue Authority requirements.



- Act consistently in the interest of the research group, maintaining appropriate personal and professional conduct.
- Undertake such other duties as may be required from time to time that are commensurate with the grade and responsibilities of this post.
- 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.

Selection criteria

Essential

- Hold a relevant PhD/DPhil (or close to completion) in immunology or a related field.
- Possess sufficient specialist knowledge in the discipline to work with cell lines and primary cells.
- Evidence of experience in the handling of human tissue or blood samples.
- Ability to manage own academic research and associated activities.
- Previous experience of contributing to publications/presentations and team working skills, including collaboration with others.
- Evidence of independently managing a discrete area of a research project with a sense of urgency, exemplified through primary authorship of peer reviewed articles or industrial equivalents.
- A willingness to show initiative in developing and planning new strategies and new techniques and to achieve research goals.
- Ability to contribute ideas for new research projects and research income generation.
- Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings.

Desirable

- Knowledge and experience of neutrophil, and infection assays.
- Hands-on experience of laboratory immunological techniques, such as multiparameter flow cytometry and/or protein measurement assays (luminex).
- Previous experience of working with neutrophils and understanding their potential role in disease.
- Knowledge and good understanding of single cell technologies and in particular their applications in immune repertoire profiling, or spatial analyses.
- Familiarity and knowledge of immune data types including neutrophils, T cells, available data repositories and existing tools specifically designed for analysing these data.
- Gene-editing of cells using CRISPR/Cas9 and/or related approaches
- Experience with organoid/spheroid cultures.
- Evidence of innovative potential and past development of novel research approaches.



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:

- Lone Working
- Working with blood, human products and human tissues
- Travel outside of Europe or North America on University Business



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.

About the Nuffield Department of Medicine (NDM)

The Nuffield Department of Medicine aims to improve healthcare internationally through its research and teaching. Over the last fifty years, it has pioneered the use of genetics, structural and cellular biology to understand susceptibility to human disease; at the same time, it remains a department of clinical medicine with a clinical interface at the core of its success. The NDM is the largest department in the University of Oxford and the largest department of medicine in Europe by research income.

The department is organised around a series of strong and identifiably unique institutes, centres and units; but its aim is to be as non-hierarchical and closely-knit as possible, to encourage the very best interactions and the exchange of ideas between its staff. It supports teaching to encourage the very best students to join academic research. It maintains a £800m portfolio of externally funded research from over 140 different sponsors/funders, and has an annual turnover approaching £200m. The department's activity is run directly through the University, but also through a series of subsidiary companies and other legal vehicles, tailored to the activity and the countries within which it operates. Across these vehicles and partnerships, the department has over 3,000 staff and students working solely on, or supporting, its research and teaching; and 1,000 of these staff are based in Oxford. The NDM holds collaborative grants with ~40 other departments or centres in the University of Oxford.

The NDM is recognised for its diverse impacts in the field of healthcare. These range from the discovery of the mechanism of hypoxic gene regulation (Sir Peter Ratcliffe, Nobel Prize 2019) to the worldwide introduction of artemisinin and combination therapy for malaria (Sir Nick White and others). The underlying strength of the department, and its ability to bring together disciplines, has been evident through its contributions to the pandemic response, including: ISARIC and its overseas activity, IDDO and TGHN, the work of the Africa-Asia Programmes, the Oxford-AZ vaccine, elucidating the structural biology of variants and neutralising antibodies, the Office of National Statistics study, the UK Serology Surveillance platform, the standard testing of commercial assays for the Government, Mobile Apps, RECOVERY trial leading to the worldwide use of dexamethasone, the NHS cohort studies, the COMBAT study. This activity has certainly saved more than 2m lives during the pandemic.

The major strategic plans of the NDM are built around, (1) establishing a step-change in to clinical pathology and the study of human disease in all clinical specialities; (2) accelerating the discovery of new medicines; and (3) addressing the burden of worldwide infectious disease, including emerging threats. The GSK-Oxford Molecular and Computational Medicine Institute (MCMI) is aligned with this vision and will be primarily based in its Wellcome Centre for Human Genetics and Big Data Institute with strong links to other departments and its overseas activity.

The NDM has a strong commitment to careers and equality of opportunity and treatment. The Department holds an 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 the NDM pages of [Equality, Diversity and Inclusion](#).

For more information on NDM please visit: <https://www.ndm.ox.ac.uk>

Chinese Academy of Medical Sciences Oxford Institute (COI)

The COI builds upon the CAMS Oxford International Centre of Translational Immunology, established in 2013. Based on the Old Road Campus, Nuffield Department of Medicine, University of Oxford, the COI is a collaboration between the Chinese Academy of Medical Sciences and the University of Oxford. Combining the strengths of both partners, the Institute aims to deliver outstanding science and help to develop innovative medicines to tackle infectious diseases and cancer.

COI research focuses on developing novel immunotherapies and vaccine strategies against cancer and infectious disease. These advances are driven by fundamental discoveries in cellular, molecular and structural biology in health and disease. The Institute also provides researchers from across the Medical Science Division at Oxford with centralised resources, encouraging collaborations across the Division and various Institutes. Advanced training is an essential part of the new Institute, which will attract and train the next generation of clinical scientists in the UK and China and international scientists from various other countries. Support is provided, for example, through COI clinical and non-clinical fellowships, an MD/PhD programme funded by the China Scholarship Council, and new programmes aimed at postdoctoral level researchers. Ultimately, the Institute aims to lead with scientific breakthroughs, support and train future generations and contribute to medical advances with a global impact.

For more information, please visit: <https://www.camsoxford.ox.ac.uk/>

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

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.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now. You will 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. Please note using a long file name may prevent you from uploading your documents.

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

All applications must be received by **midday** UK time 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).

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 recruitment@ndm.ox.ac.uk

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 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 very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, 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 other grades 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 <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 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

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>

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.