

## Job Description



### Summary

<b>Job title</b>	Senior Clinical Research Fellow in Translational Genomics (part-time)
<b>Division</b>	Medical Sciences Division
<b>Department</b>	Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
<b>Location</b>	Botnar Research Centre, Windmill Road, Oxford, OX3 7LD
<b>Grade and salary</b>	E82: £93,666 - £126,281 p.a. (pro-rata) dependent on qualifications and experience, in line with current pay protection and transitional arrangements in the NHS
<b>Hours</b>	Part-time (20% FTE)
<b>Contract type</b>	Fixed-term (3 years)
<b>Reporting to</b>	Professor Anjan Thakurta
<b>Vacancy reference</b>	170328

<b>Research topic</b>	Translational Myeloma Research
<b>Principal Investigator / supervisor</b>	Professor Thakurta
<b>Project team</b>	Professors' Thakurta, Opperman and Ramasamy
<b>Project web site</b>	<a href="http://www.ox.ac.uk/">www.ox.ac.uk/</a>



## The role

This role in Oxford Translational Myeloma centre (OTMC) is a new position to assist in the delivery of the translational aims of the recently established Oxford Translational Myeloma Centre. OTMC is set up to conduct leading edge Multiple Myeloma (MM) research to transform quality, outcome, and cost of patient care. OTMC goal is to cure or significantly improve long-term survival/remission by applying a personalized care strategy. This strategy is based on genomic profiling for improved diagnosis/risk stratification of newly diagnosed MM patients and detection of high-risk pre-Myeloma conditions to guide therapeutic interventions. The translational strategy combines laboratory research with genomics, immune analysis of patient samples coupled with clinical diagnostics and their implementation in routine patient care and clinical trials.

The enabling infrastructure includes creation of the largest Myeloma datahub in the UK and a biobank of 100,000 clinical specimens to drive collaborative projects for discovery and translation of actionable insights into clinical practice. OTMC's strategic imperatives demand a close partnership between the university and NHS to facilitate translation of research into patient care in a trailblazing new model for both organisations. OTMC's mandate is to translate new discoveries into the clinic rapidly while bringing learnings from the clinic back to the lab to fuel new directions of research. The role offers an outstanding opportunity for a clinical academic to join an exciting established environment for translational myeloma research and make an individual significant contribution in novel areas of genomic and precision medicine in Multiple Myeloma

The postholder will forge the closer working of the OTMC laboratories at the Botnar Research Centre with the NHS Haemato-oncology Diagnostic Service lab at the John Radcliffe Hospital and Genetics labs at the Churchill Hospital as well as the clinical service at Churchill Hospital. This provides opportunity to assist in the development of novel protocols to capture genomic, clinical and biological information to further the OTMC vision of developing experimental medicine studies with clinically relevant endpoints. The postholder will report primarily to the OTMC Director of Translational Research (Prof Thakurta) and he/she will be part of the overall management structure.

Excellent facilities in the form of laboratories at the Botnar Research Centre and clinical/genetics laboratories at the John Radcliffe Hospital and Churchill Hospitals exist to support a translational myeloma programme. There is an existing Myeloma biobank and a thriving Myeloma Clinical service to provide additional capability to the programme. The postholder is encouraged to develop their own and independent funded research programs which will be implemented as part of OTMC, as well as develop active collaborations with the Genomic Medicine Service within the NHS.

Queries about the post should be addressed to Professor Anjan Thakurta, Professor of Translational Medicine at [Anjan.thakurta@ndorms.ox.ac.uk](mailto:Anjan.thakurta@ndorms.ox.ac.uk) and Professor Udo Oppermann, Director of the Botnar Laboratory Division at [udo.oppermann@ndorms.ox.ac.uk](mailto:udo.oppermann@ndorms.ox.ac.uk). All enquiries will be treated in strict confidence; they will not form part of the selection decision.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Engineering, Technology and Medicine. The department holds an Athena SWAN silver award. Contact [equality@admin.ox.ac.uk](mailto:equality@admin.ox.ac.uk) for further information about Athena SWAN at the University of Oxford.

## Responsibilities

### **General**

- To actively apply for grants to support the department's research goals.
- To prepare and present findings of research activity to colleagues for review purposes.
- To actively submit publications to international peer reviewed journals.
- To contribute to the dissemination of scientific results by means of writing papers for publication, presenting orally and in poster form at national and international meetings.
- To undertake teaching duties in the subject area and the active supervision of DPhil, MSc and intern students within the department.
- To develop clinical research questions in areas related to the group's field/s of work
- To lead and/or support the drafting of scientific manuscripts, reports to funders and other materials for clinical and other audiences.

### **Specific**

- **Genomics**

Lead on the implementation of genomic assays, developed in the research laboratory of the OTMC, within the NHS Genomic Medicine Service. The postholder will work with colleagues in the NHS to achieve accreditation of any implemented assays to ISO 15189 standards. The postholder will use their knowledge of genomics within the NHS to advise on assay development within the research laboratory, as well as assist in any required applications to the National Genomic Test Directory and the associated supporting evidence generation in order to facilitate commissioning of new tests. The post-holder will collaborate with academic and industry partners to facilitate the development and translation of genomic assays for both research and routine clinical practice purposes.

- **Biobanking**

We have a well-established myeloma biobank with several thousand myeloma samples stored with clinical annotation. The Director of Translational Genomics, working with colleagues in the OTMC, will help develop a robust biobanking strategy to further develop existing biobanking capability for myeloma patients, with particular reference to the facilitation of downstream genomic studies. This will be extended out to partners in the Thames Valley Cancer alliance. The postholder will advise on any genomic aspects of the development of biobanking capability for industry partners.

- **Interfacing with clinical team, other laboratories, computational team**

Expected to interface with the clinical team, immune laboratories and computational teams in order to facilitate the development and deployment of novel diagnostics.

- **Collaboration**

Expected to participate in collaborative OTMC projects internally and externally and contribute to the success of collaborations as an integral member of the team. They are expected to bring their wider knowledge of the clinical genomics ecosystem to these collaborations.

- **Experimental studies**

Work with OTMC colleagues and OCTRU in advising on any genomic aspects of new pilot studies for well curated cohorts with distinct disease biology who may benefit from alternative approaches. This work would require closer working with industry and leverage existing collaborations OTMC has with BMS and GSK, as well as develop new collaborations.

- **Teaching**

The postholder is expected to participate in journal clubs, regular team meetings and provide presentations in OTMC as well as external meetings. The fellow is expected to teach and train junior medical, visiting fellows and the multidisciplinary myeloma team.

- **Patient outreach**

The postholder is expected to work with the OTMC communications and patient outreach manager and the OTMC leadership team to interact with patient groups, as well as national and international charities to advance OTMC goals.

## Selection criteria

### Essential selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

- PhD/MD with focus on haemato-oncological disorders.
- Direct experience of undertaking research in myeloma/ lymphoid disorders.
- Experience of clinical genomics including assay development, ISO 15189 accreditation and assay delivery within the NHS.
- Experience of delivering genomic assays for clinical trials / other research activities.
- Ability and enthusiasm to drive research and collaborate with other research teams.
- Membership or Fellowship of the Royal College of Physicians or evidence of equivalent qualification.
- Fellowship of the Royal College of Pathologists or evidence of equivalent qualification.
- Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview).
- Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.
- Excellent leadership skills and the ability to work in a team, taking personal responsibility and delegating appropriately.
- Can demonstrate ability to work independently and take accountability for own actions.

- Good written and verbal communication skills.
- Ability to teach and train colleagues within the laboratory environment.
- Understanding of clinical governance as applied to delivery of clinical services.

#### Desirable selection criteria

- Experience of working with industry.
- Knowledge and experience of the commissioning and delivery of Genomics within the NHS in England including the roles of the Genomic Medicine Service, Genomic Laboratory Hubs, Genomic Medicine Service Alliance and Test Directory.
- Track record of grants awarded in the field of haematological malignancy.

#### 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:

- Night working (11pm-6am)
- Working with Ionising Radiation
- Regular manual handling
- Working with category 3b or 4 lasers (laser safety class)
- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- Work in clinical areas with direct contact with patients (NOT administrative roles)
- Work with any substance which has any of the following pictograms on their MSDS:



## 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](http://www.ox.ac.uk/about/organisation).

### **Medical Sciences Division**

The Medical Sciences Division is an internationally recognised 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](http://www.medsci.ox.ac.uk)

### **Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences**

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) is part of the Medical Sciences Division and is the largest European academic department in its field, running a globally competitive programme of research and teaching.

Our mission is to discover the causes of musculoskeletal and inflammatory conditions to deliver excellent and innovative care that improves people's quality of life. Our highly skilled teams have expertise in a broad range of areas, including orthopaedic surgery, inflammation, immunology, rheumatology, medical statistics, epidemiology, and clinical trials.

We currently have 480 staff, approximately 120 post-graduate students and have a grant portfolio worth over £180 million.

The **Botnar Research Centre** enables and encourages research and education into the causes of musculoskeletal disease and their treatment.



The Centre provides world-class facilities for scientists in the field of musculoskeletal research. It takes a multidisciplinary approach, encompassing orthopaedic, rehabilitation and rheumatology clinical scientists, bone oncologists, laboratory scientists, epidemiologists, engineers and statisticians. The Botnar also hosts the Oxford Clinical Trials Research Unit (OCTRU) and the Centre of Statistics in Medicine (CSM), providing excellent statistical support to all aspects of clinical research.

The Botnar opened in 2002, with a large annex completed in 2013. The Botnar is now home to around 300 staff and postgraduate students enjoying the international and friendly atmosphere of this workplace and benefits from the vast knowledge of leading experts in the field of musculoskeletal research.

To accommodate its rapid growth, the Centre has opened another wing in early 2022. The new space provides additional 1000m<sup>2</sup> of office and 1000m<sup>2</sup> of laboratory space. The laboratory space includes a GMP clean room facility suitable for the manufacturing of biomaterials for human implantation.

Sharing the site of the Nuffield Orthopaedic Centre, the largest specialist academic musculoskeletal hospital in the UK, puts the Botnar in a unique position to foster the collaboration between basic scientists and clinicians, which is essential to success in medical research.

**The Kennedy Institute** is a biomedical research centre uniquely bringing together discovery science and early-stage clinical research, to develop transformative new therapies for chronic inflammatory and musculoskeletal conditions.



Broadly focused on the thematic areas of immunity and microbiome, inflammation biology and tissue remodelling and repair, the Institute's research is relevant for a range of common diseases such as arthritis, inflammatory bowel disease, fibrosis and cancer.

The Institute has capacity for up to 260 staff and students who work collaboratively across 25 research groups. This enables a multidisciplinary approach of molecular and cellular biology, combined with analysis of disease models, patient tissue samples and longitudinal clinical data. Collectively, these studies seek to uncover the biological processes that maintain tissue health and how these pathways break down in disease.

Research at the Institute is supported by a suite of core technology platforms, as well as through strategic partnerships with other basic and clinical research centres in Oxford, across the UK and internationally. These state-of-the-art technologies include the Oxford-Zeiss Centre for Excellence and other advanced microscopy and imaging facilities, mass and flow cytometry, as well as capabilities for microbial genomics and functional microbiome studies made available through the Oxford Centre for Microbiome Studies.

Complementing a strong programme of lab-based research, the Institute has established a core of expertise and technologies in data science including single cell genomics, statistical genetics, computational biology, and research informatics. A recent extension to the Institute building with a new third floor creates additional space purposely designed for computationally intensive research.

A true trendsetter in innovative and transformational research, the Kennedy also boasts a relaxed and friendly atmosphere, revolving around its bright and airy atrium that provides a space for colleagues to meet over coffee and tea to talk about their research and beyond throughout the day.

For more information please visit: <http://www.kennedy.ox.ac.uk>

## Athena Swan

The [Athena SWAN Awards](#) specifically recognise success in developing employment practices to further and support the careers of women in science, technology, engineering, maths and medicine (STEMM) departments in academia. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles. Within NDORMS, we feel that we have an established culture of equality but are using the process to spur on-going improvement that benefits everyone involved in the Department. Our on-going progress was rewarded in May 2014 with an Athena Swan Bronze Award and in October 2015 with a Silver Award.

Our development in this area has resulted in a number of commitments to our staff, central to which are:



- establishing an open, supportive and family-friendly research environment
- supporting career progression through teaching programmes, personal development reviews and mentoring
- proactive communication of support policies such as flexible working, provision of leave, promotion and career support schemes



NDORMS aims to actively promote the implementation of the University's family-friendly policies to help foster a family friendly working environment, including provision of family leave (such as policies for maternity, paternity, parental, carers and adoption leave), flexible/part-time working and scheduling inclusive meetings.



The University's childcare services support staff with a Childcare Voucher Scheme to help staff save tax and national insurance on childcare costs, offer information on nursery providers and a nursery fee Salary Sacrifice Scheme, work in partnership with playscheme providers to help support families during school holidays and signpost staff to parenting, local authority and other organisations that help support families and parents.



The Department is also committed to ensuring that staff undertaking part-time or flexible working receive the same access to benefits and entitlements as full-time staff, including the same opportunities for training and promotion, a pro-rata entitlement to leave including bank holidays and careful consideration of requests to work part-time (particularly for those by staff returning from maternity leave).

For more information please visit: <http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/> and <http://www.admin.ox.ac.uk/personnel/during/flexible/>

We are also actively working to uphold the University's aim of providing an inclusive environment and equal career opportunities by promoting equality, valuing diversity and maintaining a working, learning and social environment in which the rights and dignity of all staff are respected. Separate University policies are also in place to ensure race, disability and gender equality. For more information, please visit: <http://www.admin.ox.ac.uk/eop/>



## How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

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

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)

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

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

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## 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 (hr@ndorms.ox.ac.uk)

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 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 70<sup>th</sup> 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](http://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 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 <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](http://www.newcomers.ox.ac.uk).