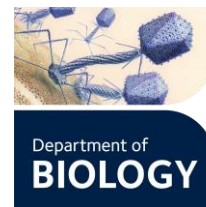


Job description

Post	Professorial Research Fellow (2 posts available)
Department	Ineos Oxford Institute for Antimicrobial Research, Biology Department
Division	Mathematical, Physical and Life Sciences Division (MPLS)
Location	Life and Mind Building, South Parks Road, Oxford, OX1 3PS
Grade and salary	Grade 10: £64,228-£74,191 per annum, with a discretionary range up to £83,288
Hours	Full time
Contract type	Fixed-term (5 years)
Reporting to	IOI Director and Prof. Martin Maiden
Application deadline	Monday 17 th March 2025
Vacancy reference	177893
Recruitment contacts	HR: hr@biology.ox.ac.uk

Research topic	Antimicrobial research, anti-fungals, infectious diseases such as TB, or sepsis.
Project team	Ineos Oxford Institute
Project web site	Ineos Oxford Institute
Funding partner	The funds supporting these posts are provided by the Ineos Oxford Institute





The Ineos Oxford Institute for Antimicrobial Research

The Ineos Oxford Institute for Antimicrobial Research (IOI) is seeking to recruit two Professorial Research Fellows. This is an exciting opportunity to pursue an independent programme of research in this critical area.

The Ineos Oxford Institute (IOI) was created following a significant gift from INEOS to the University of Oxford in 2021. The Institute aims to rapidly advance research, education and collaboration in search of solutions to the growing threat of antimicrobial resistance (AMR). IOI scientists apply state of the art medicinal chemistry and microbiology to antibacterial drug discovery to enable and promote the development of breakthrough new treatments for human bacterial infections. The IOI will become a centre of world-class scientific talent, working collaboratively with a growing number of bodies focusing on AMR across the world. It provides a stimulating and supportive community environment with access to high quality lab space in the new Life and Mind Building, as well as excellent scientific facilities and support services, both within the Biology department and the wider Oxford community.

You will be expected to conduct an independent research programme, preferably in the translational space; we are especially keen to make an appointment in the area of antimicrobial research, anti-fungals, infectious disease (such as TB) or sepsis.

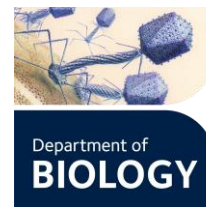
The role

We are seeking individuals with an international scientific track record relating to antimicrobial research, anti-fungals, infectious diseases such as TB, or sepsis.

Reporting to the Ineos Oxford Institute (IOI) Director/Head of Department of Biology, the post holder will be head of and manage a significant research group. The post holder will have responsibility for the development of its strategic direction. A recognised authority in their field with primary responsibility for a programme of independent externally funded research projects. The post holder will lead the research group, delegating ongoing responsibilities, contributing to the overarching vision and managing staff performance.

Responsibilities

- Initiate and implement long-term, often interdisciplinary research programmes
- Manage substantial research resources and budgets
- Develop new avenues of research, concepts and ideas to extend intellectual understanding
- Generate research income and actively promote the research area. Write funding applications for new projects, and play a key role in establishing overall research strategy
- Regularly publish research articles in top peer-reviewed journals. Present papers at international conferences, and lead seminars to disseminate research findings



- Promote the research group locally and nationally, disseminate research outcomes to advance knowledge in this area of research; represent the research group at external meetings/seminars and liaise with sponsors, stakeholders.
- Act as an authority in the specialist area to external industry, universities, and research councils.
- Carry out collaborative projects with colleagues in partner institutions, and research groups
- Chair committees and/or working groups
- Embed the principles of mutual respect, equality, diversity, inclusivity and sustainability in all aspects of your work; undertake training as and when asked to do so.

Selection criteria

Essential selection criteria

- Hold a relevant Ph.D/D.Phil or M.D. with significant post-qualification research experience
- Recognised international authority within the specialism, in the area of or aligned to antimicrobial research
- Experience of managing research projects and staff
- Evidence of an established international publication record
- Possess sufficient expertise to lead research programmes and develop new avenues of research

Desirable selection criteria

- Experience of leading research programmes, including setting the strategic direction.

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. If you have previously worked for the University, we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. 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:

- Working with Ionising Radiation
- 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 allergens, Eg laboratory animals, pollen, dust, fish, insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:



- Travel outside of Europe or North America on University Business

About the University of Oxford

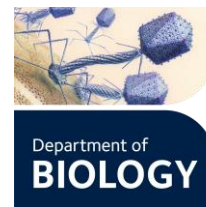
Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through 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.



The Department of Biology

You will be joining the Department of Biology at an exciting time. The Department was established in August 2022 as a result of a merger between the Departments of Zoology and Plant Sciences, and is preparing to move into the new state-of-the-art Life and Mind Building this year.

The Department of Biology is recognised internationally for its research in a wide range of fields spanning all levels from molecules to ecosystems, and tackling global challenges through fundamental bioscience research. Over time, the research interest of the Department is focused on five primary themes: Behaviour & Biomechanics; Ecology & Conservation; Evolutionary Biology; Microbiology & Infectious Disease; and Molecular Plant Biology. Research is conducted in all spheres from laboratory and in silico analysis to theoretical and field-based research.

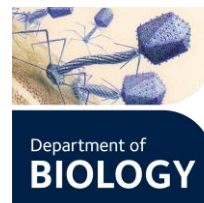
At all times we seek to reinforce the connections between research and our education offering, at both graduate and undergraduate level. The Department teaches a four-year undergraduate degree MBIOL course in Biology, with fourth-year students undertaking a Masters-level research project. It also supports a variety of graduate placements and hosts the University's DPhil in Biology.

External research income to the Department is derived from over 50 different funding agencies, with the principal current funders being the European Research Council, the Royal Society, the Wellcome Trust, BBSRC and NERC. The Department has a significant record in integrating broader societal impacts of its research, including the provision of policy to government at the highest level, as well as supporting the commercialisation of research through spin-out companies and licensing arrangements that have generated hundreds of millions of pounds' worth of innovation.

The Department is currently located in the University's Science Area at two sites, and will move into the new £200m Life and Mind Building in 2025 that will include extensive laboratory provision with controlled environment rooms, glasshouses and an imaging suite. The Department also benefits from extensive facilities at the John Krebs Field Station at Wytham, with Wytham Woods nearby, as well as partnerships with organisations in the area such as the Oxford Botanic Gardens and Oxford Natural History Museum.

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

The Department of Biology holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.



The Ineos Oxford Institute for Antimicrobial Research (IOI)

Scientists at the IOI apply state of the art medicinal chemistry and microbiology approaches to antibacterial drug discovery to enable and promote the development of breakthrough new treatments for human bacterial infections. Our science-focused approach is interdisciplinary and highly collaborative, both within Oxford and internationally.

We also undertake international collaborative studies with global surveillance and assessment programmes to understand the impact of antibiotic resistance on low-middle income country health and agricultural structures. We aim to develop important actionable estimates of the AMR burden that will impact global and regional policy decisions.

The Ineos Oxford Institute was created following a significant gift from INEOS to the University of Oxford in 2021. The Institute aims to rapidly advance research, education and collaboration in search of solutions to the growing threat of antimicrobial resistance (AMR). IOI scientists apply state of the art medicinal chemistry and microbiology to antibacterial drug discovery to enable and promote the development of breakthrough new treatments for human bacterial infections. The IOI will become a centre of world-class scientific talent, working collaboratively with a growing number of bodies focusing on AMR across the world. The IOI are committed to training a cohort of scientists in the fields of antimicrobial resistance and drug discovery. This includes on-going training of laboratory scientists, and a range of opportunities including PhD initiatives, short courses and seminar series. The IOI seeks to stimulate innovation and collaboration within academia and with industry and government. The overarching ambition is to be a world leading institution for the discovery of novel antibiotics and new approaches to combatting antimicrobial resistance.

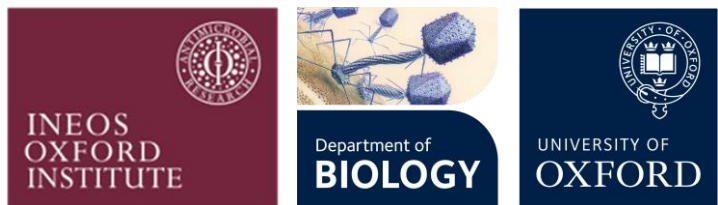
IOI is the hub of the Oxford AMR Network and funds multidisciplinary programmes within the university and beyond. The IOI also undertakes international collaborative studies with global surveillance and assessment programmes to understand the impact of antibiotic resistance on low-middle income country health and agricultural structures. We aim to develop important actionable estimates of the AMR burden that will impact global and regional policy decisions.

Addressing antimicrobial resistance requires a global effort. It will be critical to develop the pipeline to train a cadre of scientists in the field of antimicrobial research.

About the Mathematical, Physical, and Life Sciences (MPLS) Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University, alongside the Humanities, Social Sciences and Medical Sciences Divisions. It is led by an academic Head of Division (Professor James Naismith) and an administrative Divisional Registrar (Dr Tracy Gale) and comprises nine of the University's academic departments – Biology, Chemistry, Computer Science, Earth Sciences, Engineering Science, Materials, the Mathematical Institute, Physics, and Statistics – as well as Begbroke Science Park, the multidisciplinary Ineos Oxford Institute for Antimicrobial Research and an interdisciplinary Doctoral Training Centre.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research

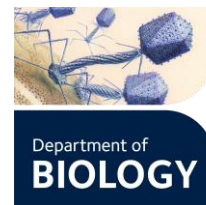


outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

MPLS is proud to be home to some of the most creative and innovative scientific thinkers and leaders in academia, whose interdisciplinary research is tackling major societal and technological challenges, from new energy solutions or improved cancer treatments to understanding climate change processes and helping to preserve biodiversity, tackling antimicrobial resistance, advancing AI and quantum technologies and space exploration, and much more. The quality and impact of our work have been recognised by successive rounds of the national Research Excellence Framework and Teaching Excellence and Student Outcomes Framework exercises, and our departments frequently top the major higher education league tables. We teach around 7,300 students (including around 3,400 graduate students) and are playing a key part in training the next generation of leading scientists.

Divisional activity is co-ordinated and represented by the MPLS Divisional Office based at 9 Parks Road, in the heart of Oxford's Science Area. The Divisional Office, which is led by the Divisional Registrar, has around 55 dedicated members of staff, as well as a number of colleagues who are embedded in divisional teams but based in central University services (e.g. in Finance, HR and Development).

To find out more, please visit: www.mpls.ox.ac.uk.



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.

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

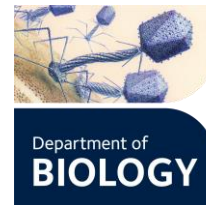
A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

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

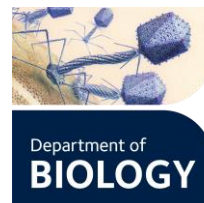
Application FAQs, including technical troubleshooting advice is available at:
<https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly at recruitment@biology.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** of 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, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See <https://hr.admin.ox.ac.uk/staff-benefits>

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more <https://staff.admin.ox.ac.uk/health-assured-eap>

University Club and sports facilities

Membership of the University Club is free for University staff. It 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 includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

Reimbursement Policy: <https://staffimmigration.admin.ox.ac.uk/reimbursement-policy>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see <https://hr.web.ox.ac.uk/family-leave>). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See <https://childcare.admin.ox.ac.uk/>.

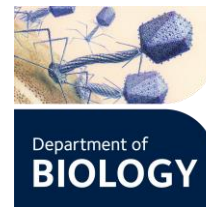
Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at <https://edu.admin.ox.ac.uk/disability-support>. For information about how we support those going through menopause see <https://hr.admin.ox.ac.uk/menopause-guidance>

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at <https://edu.admin.ox.ac.uk/networks>





The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is 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.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more <https://www.ox.ac.uk/research/support-researchers/researcher-hub>

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more <https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society>