

## Job description and selection criteria

<b>Job title</b>	Institute of Developmental & Regenerative Medicine (IDRM) Transition Research Fellowship in Cardiovascular Science, Immunology or Neuroscience
<b>Division</b>	Medical Sciences
<b>Department</b>	Paediatrics
<b>Location</b>	Institute of Developmental and Regenerative Medicine, IMS-Tetsuya Nakamura Building, Old Road Campus, Oxford
<b>Grade and salary</b>	Non-clinical Research Grade 8: £48,235 - £57,255 per annum (with a discretionary range to £64,228 per annum)
<b>Hours</b>	Full-time
<b>Contract type</b>	Fixed-term for two years
<b>Reporting to</b>	To be confirmed on appointment, dependent upon research theme and research group selected
<b>Vacancy reference</b>	178612
<b>Additional information</b>	<p><i>Applications are to be made online, please see the advert for the closing date.</i></p> <p><b>Interviews:</b></p> <p><b>First stage:</b> chalk + talk interviews likely to take place during w/c 2nd June 2025</p> <p><b>Second stage:</b> open seminar to all Institute group leaders likely to take place during w/c 30th June 2025</p>

## The role

The aim of the IDRM Transition Fellowship programme is to support and develop outstanding postdoctoral researchers, to enable them to successfully apply for external funding opportunities and to foster and develop future leaders in the three key research themes (cardiovascular science, neuroscience and immunology) of the Institute (<https://www.idrm.ox.ac.uk>). The Fellowship is open to applicants with a clinical or non-clinical background. We will award one Fellowship and our decision is based solely on how applicants match the essential criteria as outlined in this job description.

The Transition Fellow upon appointment will receive a £200k funding envelope, awarded for a two-year duration. This budget can be spent as the Transition Fellow sees fit, covering costs for a research assistant (where justified) along with appropriate consumables and travel costs for conference attendance/collaboration placements. The Fellow's own salary is not part of this funding envelope.

Successful applicants will have post-doctoral experience, distinctive research achievements and a cutting-edge research plan for the next five years. The post holder will need to be able to work with and seek active collaboration with research partners from other disciplines. We look for individuals who have emerging independence in a field or cross-cutting themes that will add value to IDRM's mission and will use these awards to build a cadre of externally-funded and highly competitive young group leaders.

Applications for Transition Fellowships are invited in any of the three research themes, from either basic scientists or clinicians. In particular, we encourage candidates who already have a track record of interdisciplinary collaboration and can bridge across at least two of our themes to apply.

### Expectations:

- The fellowship awardee will present their findings in an Institute-wide seminar at the end of the first year. This forms part of a formal performance review process.
- The fellowship awardee will apply for follow-up external funding at least 18 months into the fellowship in order to secure a competitive peer-reviewed 3-5-year fellowship from UKRI (BBSRC, MRC, EPSRC), BHF, Wellcome Trust or any other comparable external funding agency. In case the application is unsuccessful, but the fellow is invited to resubmit or with positive reviews and a good chance that a resubmission will be successful, the Institute will provide advice and support for the Fellow to resubmit a suitably revised application.

## Flexible working

The postholder will be based at the IDRМ. Flexible working will be subject to the postholder's area of research and activities in agreement with their supervisor.

## Responsibilities

### Research Group and Own Lab

The key responsibility is to undertake cutting-edge research to address questions within the remit of the fellowship and to add to the IDRМ's over-arching scientific goals.

- You will contribute to the overall research strategy of the IDRМ, play a significant role in its implementation and have the creativity and initiative to develop new ideas and provide the intellectual energy and independent thinking necessary to deliver the research.
- You will independently manage a major research programme in either of the three themes, that aligns with the mission of the IDRМ. You will establish and run your own lab and be responsible for its operations.
- You will establish an independent research programme to carry out research that will complement that of other groups within the IDRМ.
- Your work will be embedded in a multidisciplinary research approach and as such you will be expected to work collaboratively with colleagues across research themes to drive forward the mission of the IDRМ.
- You will engage in broader networking activities to build research collaborations with institutes across the University of Oxford as well as external organisations including industry.
- You will be responsible to set up and successfully manage multidisciplinary research collaborations with the goal to increase research income.
- You will define and develop new technical platforms for use within your research programme with broader access and utilisation for colleagues within the IDRМ.

### Recruitment, Training and Supervision

- You will recruit, train and supervise members of your own group, which may include postdoctoral researchers, research assistants, technical staff and students.
- You will proactively line manage your group members.

### Funding

- You will be expected to identify opportunities and write applications for external funding.
- You will be responsible for compliance with grant terms and conditions, including open access requirements.
- You are expected to submit one or more applications to an external sponsor for an independent intermediate research fellowship (career development award) within 18 months from the appointment. If this application is unsuccessful, but has a good chance of success if resubmitted, the IDRМ will provide advice and support for a revised application.

## **Publishing and Dissemination of Results**

- You will communicate complex research ideas and results using high-level skills and a range of media, including writing scientific papers and presenting research results at internal, national and international meetings.
- You will present findings at international meetings of the research community as an invited speaker and independently draft research findings for publication.
- You will create a strong track record of publishing high impact papers and drive forward the reputation and visibility of the IDRM on a national and international level.

## **Safety and Compliance**

- You will be responsible for safety within the group, including responsibility for compliance with all the relevant laws (Home Office, HTA etc.).

## **Institute and University**

- You will play an active part in the Institute as a whole, contributing to both its scientific and social life.
- You will also have an affiliation with the Department of Paediatrics, University of Oxford and it is expected that you will contribute to the Department and the University as a whole.

## **Selection criteria**

### **Essential**

- PhD/DPhil in a relevant subject
- Postdoctoral research experience with a high-quality publication track record in academic journals and presentations at international meetings.
- Candidates will be emerging as internationally recognised experts in their field and have extensive in-depth knowledge of their chosen subject.
- You will typically have a number of years of successful postdoctoral work and first-author high-impact research papers.
- Strong project management skills with experience of running an autonomous independent research programme.
- Experience of supervising PhD/DPhil and MSc students.
- An enthusiastic interest in cardiovascular, neurological and/or immunological research.
- Strong multidisciplinary mind-set with the ability to build bridges across themes and to forge successful collaborations with a range of researchers (i.e., internal and external to the IDRM) from different thematic backgrounds.
- The ability to manage your own academic research and associated activities.
- Ability to contribute ideas for new research projects and research income generation.
- Ability to work with meticulous attention to detail.
- Evidence of excellent interpersonal skills and leadership, with the ability to communicate research ideas and results in a clear and logical way and the ability to confidently and effectively interact with colleagues and the broader research community.
- Excellent communication skills.
- A conscientious and enthusiastic working approach.

- Excellent planning, organisational and problem-solving skills.
- Willingness to undertake management and administrative duties.

## Desirable

- A track record of securing research funding.
- Experience of setting up and running studies and/or trials.
- Experience of research translation and/or knowledge exchange with clinicians and policy makers.

## 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:

- Lone Working due to possible hybrid working
- 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, e.g. laboratory animals, pollen, dust, fish or 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

### Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- Enhanced Level Screening as this role may include conducting research involving animals (or working closely with such research); or access to/ knowledge of the location of certain pathogens, toxins, irradiators.
- A satisfactory basic Disclosure and Barring Service check due to the nature of this position working with highly sensitive data
- University security screening (e.g. identity checks)

## 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).

## **The Institute of Developmental & Regenerative Medicine (IDRM)**

The Institute of Developmental & Regenerative Medicine (IDRM), is a 6,000 m<sup>2</sup>, 3-floor, multidisciplinary medical research facility. The unique flagship institution is part of the University of Oxford Medical Sciences Division.

The Institute brings together world-leading researchers with cardiovascular, neurological and immunological expertise through a merger of developmental biology and regenerative medicine, dedicated to meeting an ambitious challenge. Two thirds of all deaths world-wide are due to non-communicable diseases, many of which are cardiovascular, neurological or immune system disorders that have a developmental origin, representing an urgent unmet clinical need. The mission of the IDRM is the development of new drugs and therapeutic strategies to tackle these chronic illnesses.

The purpose-built building is sited on the Old Road Medical Campus at the University of Oxford, with access to neighbouring partner research Institutes: Wellcome Centre of Human Genetics; Kennedy Institute of Rheumatology, Big Data and the Target Discovery Institute and occupants of the BioEscalator, as well as the wider University of Oxford in general.

The building at maximum capacity will house 240 scientists and support staff. Scientists from different departments are split across three different research themes, one per floor for cardiology, neurology and immunology. The building provides laboratory and write-up space for each research theme, shared facilities, meeting and seminar rooms, and a variety of collaboration spaces.

The building is a technically advanced construction with complex mechanical and electrical infrastructure. This infrastructure supports containment level two laboratories, specialist laboratory areas, core advanced imaging and -omics facilities, ultra-low temperature facilities including liquid nitrogen, and glass wash services.

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

## **Department of Paediatrics**

The Department of Paediatrics is a world leader in child health research and hosts internationally renowned research programmes in drug development, gastroenterology, haematology, HIV, immunology, neuroimaging, neuromuscular diseases and vaccinology. Our work spans from early proof-of concept fundamental science, all the way up to its application in clinical settings.

We continue to shape the landscape of medical science through positively impacting the lives of millions of children from our global research programmes, academic resources, and commitment to success. Our broad research base positions the department in a pivotal role and subsequently a world leader in child health. With research facilities in the UK and abroad, we work on a global scale, building a paediatric network in the medical science community. We are committed to inform and inspire external audiences worldwide through our public engagement and outreach activities.

In 2021, we successfully administered a grant value of £130,895,28 obtained through 168 projects. Our strong relationship with funding bodies have also been a contributor to the



successes and milestones in children's health research. With strong support from the Wellcome Trust, NIH, Cancer Research UK, UKRI, MDUK, Bill & Melinda Gates Foundation, Academy of Medical Sciences and the NIHR, we have employed 360+ staff, researchers, and students. These figures continue to grow as we expand our activities to overcome the multitude of challenges within children's research health.

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

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

## Medical Sciences Division

We are an internationally recognized centre of excellence for biomedical and clinical research and teaching, and 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: <http://www.medsci.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/three referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. Applicants must apply online and include a CV, publication list as well as a statement of career intentions. 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).

Applicants must also provide a research plan outlining an overview of proposed research for the transition fellowship and how this will map onto an external application in 18 months' time. This should include a clear explanation of how the research will enhance cardiovascular, neurological or immunological programmes at the IDRM, a summary budget and a brief justification for the requested budget (maximum 4 pages including reference-list relevant to the proposed research project).

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@paediatrics.ox.ac.uk](mailto:recruitment@paediatrics.ox.ac.uk) or using the contact details in the online advertisement.

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 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: <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 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 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 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 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

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 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).

## 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>.