



Further Information

Research Associate, CRUK Cambridge Institute





Further Information

Job title	Research Associate
Grade	7
Salary range	£29,301 - £38,183
Staff Group	Research
Department / Institution	CRUK Cambridge Institute

Role-specific information

Role Summary

Applications are invited for a post-doctoral research associate position within the Hannon laboratory at Cancer Research UK, Cambridge Institute. They will be involved in an exciting new project combining molecular and cellular biology with novel microscopy and in-situ analysis techniques to produce single-cell resolution, molecularly annotated maps of tumours and other tissues. We expect this project to have a strong impact on the study of the tumour micro-environment, tumour heterogeneity and its evolution in time.

For this project we are collaborating with a number of laboratories, both in Cambridge and all around the world, to merge advanced microscopy techniques capable of imaging entire organs at cellular resolution with novel in-situ phenotyping and genotyping techniques, in order to build maps describing the position, gene expression profile and evolutionary history of each cell in a tumour. We will apply these methods to mouse models of tumours and to human samples from the clinic. For more details on the project see <http://www.hannonlab.org/tumours4d/>.

We are looking for an enthusiastic and competent molecular and cell biologist to lead the effort on the development of novel molecular methods for lineage tracing and contribute to improving and applying methods for *in situ* cell measurement.

The successful candidates should have (or be about to receive) a Ph.D in a relevant discipline. They should have a strong background in molecular biology and cell biology, and excellent laboratory skills in cloning, cell culture and histology. Experience in microscopy and in working with mouse models is a plus. Candidates are expected to be good communicators, independent thinkers, and have the ability to bring innovation to the field and find novel and out-of-the-box solutions to problems. They should be able to collaborate effectively with people with different backgrounds (mainly mathematics, chemistry and optics) to further the aims of this challenging project.



Key Responsibilities

Research projects:

- Develop and optimise a molecular method to enable *in-situ* lineage tracing of tumours
- Contribute to the success of the IMAXT project, aimed at the production of molecularly annotated tri-dimensional maps of tumours, by helping with the development of novel imaging tools and in-situ analysis methods

Research Support and Training:

- Assist in collaborations, providing support for projects that involve outside collaborative efforts;
- Actively contribute to other projects in the group by sharing experience, skills and insights with other members of the team;
- Help with training of PhD students and new members of staff;
- Contribute to communal laboratory management tasks (ordering, maintaining stocks and equipment);

Personal Development, Communication and Operational:

- Maintain awareness of current and emerging technologies specifically within cancer research, molecular biology and microscopy, including experimental techniques and analysis tools, by tracking the relevant scientific literature and attending training courses and scientific conferences;
- Attend internal seminars including weekly lunchtime seminars given by Institute scientists, the annual Institute Retreat, and other symposia to keep abreast of the scientific research carried out at CRUK CI;
- Present work at group meetings and to other researchers in the Institute
- Attend relevant training and personal development courses within the University
- Present results at national and international conferences
- Manage own day-to-day workload
- Meticulously record experimental planning and results

Person Profile

This section details the knowledge, skills and experience we require for the role.

Education & qualifications	PhD in a relevant scientific discipline (or be about to receive)
Specialist knowledge & skills	<p>In-depth knowledge of the theoretical and practical aspects of several of the following areas:</p> <ul style="list-style-type: none"> • <i>Cell biology</i>: experience in cell culture, cytofluorimetry, transfection, lentiviral and retroviral infection, immunocytochemistry [required] • <i>Molecular biology</i>: experience in molecular cloning, genetic engineering, recombineering, gene targeting and production of transgenic cell lines. Experience with the Cas9/CRISPR system is especially desired [required]. • <i>Histology and in-situ analysis</i>: Immunohistochemistry, in-situ hybridization (in particular single-cell FISH), tissue sectioning (cryostat and vibratome) [desired] • <i>Microscopy</i>: imaging using widefield and confocal microscopy. 2-photon Microscopy is a plus [desired] • <i>Mouse work</i>: experience with working with rodent models. Must have (or be willing to obtain) a Home Office personal license for mouse work [required].
Interpersonal & communication skills	<ul style="list-style-type: none"> • Proven ability to plan, execute and record scientific studies • Proven ability to deliver quality data in a timely fashion • Ability to present scientific data both internally and at external conferences • Excellent communication and interpersonal skills, involving regular interaction with clinical collaborators, bioinformaticians and other research scientists • Good organisation skills and attention to detail • Ability to work effectively as part of a multi-disciplinary team • Willingness to be a good citizen of the lab
Relevant experience	<ul style="list-style-type: none"> • Cell biology [required] • Molecular biology [required] • Imaging, including wide-field and confocal [highly desired] • Histology and immunohistochemistry [desired] • Cryostat sectioning [desired] • Basic mouse procedures and husbandry [desired]

Additional requirements	<p>The candidate will be expected to continually update knowledge in the specialist area and engage in continuous professional development.</p> <p>The post will be held conjunctly in the Hannon laboratory and in the Innovation Lab, a cross-disciplinary group at the Cambridge Institute devoted to the development of cutting-edge technologies</p>
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Terms and Conditions

Location	CRUK Cambridge Institute, Li Ka Shing Centre, Robinson Way, CB2 0RE
Working pattern	Monday to Friday
Hours of work	<p>Your employment is full time</p> <p>There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.</p>
Length of appointment	Funding is available for 3 years in the first instance.
Limited funding	This post is funded by a research grant or contract and, in the event that this funding should cease, the post may be at risk of redundancy.
Probation period	6 months
Annual leave	Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days), plus public holidays. The CRUK Cambridge Institute annual leave year runs from 1 April to 31 March.
Pension eligibility	<p>Universities Superannuation Scheme (USS)</p> <p>Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/.</p>
Retirement age	The University does not operate a retirement age for research staff.



Screening Check Requirements

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

This role requires a basic disclosure and a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome is satisfactory will be determined by the University. The nature of this role means that the successful candidate will also need to undergo a health assessment.

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please send applications in the following format: a CV, including full details of previous training and research experience to date; a publication record if available; the names and contact details of two academic referees; a covering letter explaining why you want to join our team and what you will bring to the project

If you have any questions about this vacancy or the application process, Informal enquiries may be made to nikki.coutts@cruk.cam.ac.uk.

General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked first in the 2011 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

The Cancer Research UK Cambridge Institute (CRUK CI)

The Cancer Research UK Cambridge Institute (CRUK CI), housed in the Li Ka Shing Centre, focuses on tackling questions relating to cancer diagnosis, treatment and prevention, supported by world-class core scientific facilities.

Our aim is to be a focus for the practical application of high-quality basic research, forming a bridge between the world-class science of the [University of Cambridge](http://www.cam.ac.uk) and its environment, and [Addenbrooke's Hospital](http://www.addenbrooke.nhs.uk).

The Institute's location on the [Cambridge Biomedical Campus](http://www.cam.ac.uk), to the south of Cambridge, and its membership of many collaborative initiatives are vital in helping us to achieve our goals.

The Cambridge Biomedical Campus is home to Addenbrooke's Hospital, the University of Cambridge teaching hospital, and many of our collaborating institutes, including the [MRC Laboratory for Molecular Biology](http://www.mrc-lmb.cam.ac.uk), the [Hutchison/MRC Research Centre](http://www.hutchison.mrc.ac.uk), the [Strangeways Research Laboratories for Genetic Epidemiology](http://www.strangeways.cam.ac.uk) and the [Cambridge Institute for Medical Research](http://www.cam.ac.uk). In the wider Cambridge area we also have extensive links with the [Wellcome Trust Sanger Institute](http://www.wellcome-trust.org), and the [European Bioinformatics Institute](http://www.ebi.ac.uk).

The CI is also a member of the [Organisation of European Cancer Institutes \(OECI\)](http://www.oeci.org).

Institute funding

The CI is core funded by Cancer Research UK, which allows our researchers to focus on answering challenging research questions. In addition group leaders apply for grants from external funding agencies to support their work, and around 50% of our PhD students and postdocs are externally funded.

In addition, the CI contributes to many of the collaborative centres and initiatives that Cancer Research UK helps to support, including the [Cambridge Biomedical Research Centre](http://www.cam.ac.uk), the [Experimental Cancer Medicine Centre](http://www.excm.cam.ac.uk), and the [Cambridge Pancreatic Cancer Centre](http://www.cam.ac.uk)



School of Clinical Medicine

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School will achieve this through: inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

The School will:

 **through inspirational teaching and training, educate individuals who:**

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills
- demonstrate a caring, compassionate and professional approach to patients and the public
- and
- are equipped to become future international leaders of their profession.

 **through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:**

- understand fundamental biology and thereby the mechanisms underlying disease
- integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.

 **The School's core values are:**

- to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare
- to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

Remit Statement

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and

facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer Research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stem Cells and Regenerative Medicine

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and

Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
 - A wide-range of training courses and online learning packages.
 - The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
 - Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
 - The CareerStart@Cam programme, which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
 - Reduced staff fees for University of Cambridge graduate courses.
 - The opportunity to attend lectures and seminars held by University departments and institutions.
 - Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.



Information if you have a Disability

The University welcomes applications from individuals with disabilities and we are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so, and, if successful, to assist them during their employment. Information for disabled applicants is available at

<http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>.

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, HR via the following email address Mailbox-hr@cruk.cam.ac.uk.



CAMBRIDGE

- Local Discounts
- Cambridge Festival of Ideas
- Cambridge Science Festival
- Open Cambridge

TRAVEL TO WORK

- CAMBens Cycle/Cars
- Travel to Work Loan
- Trains(season ticket)
- Uni4 bus discount

RELOCATION ASSISTANCE

- Relocation Expenses
- Accommodation Service
- Newcomers Service

FAMILY-FRIENDLY

- Childcare
- Service Leave / Flexible Working
- Career breaks
- Nurseries / play schemes
- Returning Carers Scheme

FINANCIAL

- CAMBens discounts
- Payroll giving
- Shared Equity Scheme
- Contribution Rewards

Employee Benefits

CAMBRIDGE BIOMEDICAL CAMPUS

- Frank Lee Leisure and Sports Centre
- Concourse / shops / restaurants

RECREATION

- University Sports
- University Social Club
- College Entry
- Local Attractions

CAREERS

- Study / sabbatical leave
- Unpaid leave
- Careers Service

WELLBEING AND HEALTH

- Health Cash Plans
- BUPA/Dental Discount
- Eye Test
- Occupational Health
- Counselling Service
- Mentoring
- Chaplaincy
- CamBens Gym
- Mental Health

TRAINING AND DEVELOPMENT

- Institute for Continuing Education
- Personal Development