

# Job pack



## Message from the President and Principal

Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal

## Our strategy 2030

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity. By 2030, we will be the most inclusive university of its kind, anywhere. We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are proud to be part of the University. Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

We are **inclusive**, supporting talented students and staff regardless of their background, and engaging with our local and global communities.

We are **proud** of the difference we can all make when we work collectively.

We are **ambitious**, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.

We are **collegial**, promoting a strong community through openness, listening, understanding, co-operation and co-creation.

We are **ethical**, acting with the highest standards, and with integrity, in all that we do.

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

### Staff benefits

- Annual leave – the full-time annual leave annual entitlement is 30 working days (not including bank holidays).
- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)
- [On-site day nursery](#)

## Job description

| Job details                                 |   |
|---|---|
| <b>Job title</b>                            | Research Technician – Senotherapies for Cancer                    |
| <b>School/Dept/Institute Centre/Faculty</b> | Blizard Institute, Centre for Cell Biology and Cutaneous Research |
| <b>Reports to</b>                           | Dr Cleo Bishop  |
| <b>Grade and salary</b>                     | Grade 2 - £22,212 - 26,346  |
| <b>Hours per week</b>                       | Full time   |
| <b>Appointment period</b>                   | 1 Year Fixed Term   |
| <b>Current location</b>                     | Blizard Institute, Whitechapel                                    |
| <b>Work activity type</b>                   | Technical and Support   |

### Job context

- To assist and provide scientific and technical expertise for a research project focused on pro-senescence therapies for basal-like breast cancer.
- To contribute to the overall scientific endeavour of the Centre and to take responsibility for the specific project funded, as well as other areas of current related projects, as required.
- To work as part of the research team, being mutually supportive and covering duties as necessary during colleagues' absences and at times of additional pressure, as directed.

### Job purpose

This is a Proof-of-concept Award. The post part of our drug discovery programme and will seek to understand how a group of compounds work to kill senescent cancer cells.

### Main duties and responsibilities

#### General Duties

- To execute experiments.
- To collect and analyse data.
- To keep an up-to-date record of the results obtained during the project, and be ready to present regularly the data to the supervisors/principal investigators and to other colleagues in the group
- To show research initiative and attempt original contributions to the research programme wherever possible, and to contribute freely to the team research environment in a manner conducive to the success of the research project as a whole.
- To attend and participate in the Centre's academic activities, e.g. laboratory and journal club meetings.
- To supervise and train where necessary new members of the research team.
- To ensure that the research project complies with ethics regulations.
- To keep up to date with scientific and professional issues, in particular developments in the specific subject area.

- To undertake certain communal laboratory responsibilities (including washing and cleaning duties), the nature of which will be discussed and agreed prior to commencement of the post, but which may need to be changed from time to time during the course of the project.
- To show a professional attitude to matters of laboratory hygiene, organisation and safety, and to observe and to take an active role in fulfilling all statutory health and safety regulations.
- To be aware of own limitations and refer problems to the appropriate person.

#### **Other**

- To ensure that all research is undertaken according to Good Clinical Practice (GCP), Good Laboratory Practice (GLP), College and Trust protocols.
- To ensure they are fully aware of and comply with the College's/Trust's policies and procedures in relation to confidentiality, health and safety at work, COSHH regulations, infection control, safe handling of drugs, and all local safety rules regarding fire, chemical, radioisotope and gene manipulation hazards.
- The postholder must at all times carry out their responsibilities with due regard to the College's Equal Opportunities policy.
- The duties of the post outlined above are not exhaustive, and the postholder will be expected to be co-operative and flexible, undertaking such administrative and other duties as may from time to time be reasonably expected of a member of research grade staff in a university.
- These duties will be subject to review in line with the changing requirements of the Centre, Institute, School or College, and with the development needs of the postholder as identified through regular review/appraisal processes.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

**The above list of responsibilities is not exhaustive and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.**

**This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.**

**Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.**

**Per**

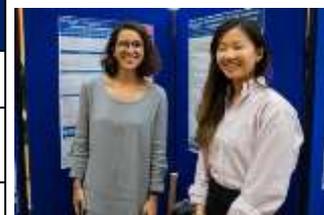
This f  
Cand



**Esse**

**Desirable:** Requirements that would enable the candidate to perform the job well.

| Qualifications  | Essential                           | Desirable                           |
|---|-------------------------------------|-------------------------------------|
| Graduate or equivalent in relevant biological sciences (minimum upper second class honours degree)        | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| MSc or MRes in relevant area (e.g. Biology, Cancer, Drug Discovery)                                       | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Experience/Knowledge  |                                     |                                     |
| Skills in mammalian cell culture  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Experience with compound treatment of cells   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Experience with cell culture in 96 well or 384 well plate formats (including compound treatment of cells) | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Experience in Fluorescence microscopy, in particular automated imaging                                    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Skills/Abilities  |                                     |                                     |
| Skills High content image analysis and data visualisation   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Basic statistics skills   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Molecular biology techniques including western blotting   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Experience with 3D matrigel models  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Knowledge of senescence   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Knowledge of cancer in particular breast cancer   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Other   |                                     |                                     |
| Flexible and professional approach to work  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| *The ability to meet UK 'right to work' requirements.   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |



\* The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment. Candidates shortlisted for interview will be asked to bring their passport or another acceptable [form of evidence](#) to verify their right to work.

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered highly skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Tier 2 (general visa). For further information on this, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

## Equal Opportunities

Queen Mary University of London is a Russell Group University with a difference. Our vision is to be recognised across the world as the most inclusive research-intensive University. We will strive to achieve that goal.

To all the communities at Queen Mary, inclusivity is key to who we are and to achieving all our ambitions.

We are a multi-faculty institution teaching undergraduates and postgraduates across all the major disciplines. We offer more than 280 undergraduate courses. We have world-leading research across disciplines and were ranked 5th in the UK in the last Research Excellence Framework (REF) for the quality of our research outputs, and continually challenge ourselves to ensure we have an environment where everyone feels included and can flourish.

We are very proud of our teaching and learning and were awarded a 'silver' in the Teaching Excellence Framework (TEF) (2016-17). We are also deeply embedded in the local community and were the first UK University to be awarded an Engage Watermark Gold award for public engagement by the National Coordinating Centre for Public Engagement.

Unlike many other Russell Group universities, we attract a very diverse student population. Of our 25,000+ students, over 30 per cent are from non-EU overseas countries, and 9 per cent are from the EU. Our international students are drawn from over 160 countries. 90 per cent of our home students are from state schools, 59 per cent are Black Asian Minority Ethnic (BAME), 42 per cent are the first in their families to go into higher education and over 30 per cent are from households where the household income, as assessed by Student Finance England, is less than £15,000.

We attract a lot of local students, owing to our strong relationships with schools in the surrounding boroughs, coupled with a strong reputation for inclusivity. 37 per cent of our students commute to our campuses daily. Our staff body is also diverse and is drawn from over 162 countries.

Inclusivity is one of our fundamental core values at Queen Mary: it is intrinsic to who we are. Our diversity of cultures and backgrounds is key to the vibrancy of our community and to the knowledge and ideas we are able to generate and pass on; without that diversity, we would not be who we are. We are extremely proud that we attract such a diverse staff and student body, and are fully committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

To be truly inclusive requires sustained, proactive, hard work, and we know there are areas where we have work to do. Our core objectives are focused on reducing the BAME attainment gap and increasing the proportion of female and BAME staff at the higher grades, both for academics and for Professional Services. We are looking to see how we can 'hard-wire' inclusivity throughout all our policies and practices: we do not see this work as belonging to one team or unit, but rather as being embedded in all that we do.

Being inclusive makes us better at everything we do, it improves our daily lives and the delivery and impact of our work.

## EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI) and champions a number of EDI initiatives across the University. Queen Mary holds a Silver Institutional [Athena SWAN](#) award for advancing gender equality, and is also a [Stonewall Diversity Champion](#) and commits to advancing LGBTQ+ inclusion by submitting to the [Stonewall Workplace Equality Index](#). We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#). We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do. EDI is built into everything we do at Queen Mary, and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact [hr-equality@qmul.ac.uk](mailto:hr-equality@qmul.ac.uk).

### **Flexible working:**

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need. Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

### **Family Friendly Policies:**

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.



## Further Information

Details about the school can be found at:

<https://www.qmul.ac.uk/smd/>

<https://www.qmul.ac.uk/blizard/>

Informal enquiries should be made to:

**Name:** Dr Cleo Bishop

**Email:** [c.l.bishop@qmul.ac.uk](mailto:c.l.bishop@qmul.ac.uk)

## General Information

Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The Queen Mary salary structure includes automatic pay progression within the published grades, subject to service, funding and performance. In addition to this, there are performance related annual pay review schemes in place

