

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 | |
|--------------------------------------|---|
| Job title | Laboratory Operations Manager |
| School/Dept/Institute Centre/Faculty | Barts Cancer Institute, Director`s Office |
| Reports to | Principal Laboratory Manager |
| Grade and salary | Grade 5 / £38,084 - £44,807 |
| Hours per week | Full-time |
| Appointment period | Indefinite |
| Current location | Charterhouse Square |
| Work activity type | Technical and Support |

Job context

The Barts Cancer Institute (BCI) is a Cancer Research UK Centre of Excellence whose work aims to transform the lives of those with and at risk of cancer through innovative research in the laboratory, in patients and in populations. BCI is internationally renowned in many areas of cancer research and it combines ground-breaking basic research with the expertise of clinicians and clinician scientists from the Centre for Experimental Cancer Medicine and the Barts NHS Trust to achieve improvements in cancer patient care. BCI is also a partner in the CRUK City of London Major Centre (together with UCL, Kings and the Francis Crick Institute) which is a Centre of Excellence in Biotherapeutics. BCI is committed in supporting and developing future cancer researchers through its extensive postgraduate training. It is one of six institutes within The School of Medicine and Dentistry (SMD).

Job purpose

To manage the efficient running of the Barts Cancer Institute Laboratories with support, as necessary, from the Principal Laboratory Manager, Centre Lead and Group Leaders, and to provide technical and administrative support, including the line management a team of support staff and assume responsibility for the welfare and general duties of technical staff.

To work as part of the Institute's research and administrative team, being mutually supportive and covering duties as necessary during colleagues' absences and at times of additional pressure, as directed.

Main duties and responsibilities

Specific Duties

- Overall responsibility for the operation, maintenance and efficient day to day functioning of BCI Research and Teaching Laboratory areas.
- Responsible for monitoring, maintenance and expenditure of BCI Research Laboratory budgets held in Queen Mary University of London.
- Responsible for the line management of laboratory technicians who provide general technical support to the BCI laboratories.

- The post holder will act as the Safety Officer, primarily for their designated laboratories, overseeing and ensuring compliance with local and statutory Health and Safety policies and procedures.
- Supervision and training of the technical staff within BCI Research Laboratories.
- Monitoring and identify scope for improvement and implementation of any required change in laboratory or administrative processes.
- Assist in the recruitment of technical and other staff, completing the paperwork as required.
- To liaise with the Principal Laboratory Manager Centre Lead and the Institute Manager, as appropriate.
- Ensure induction of all new members of staff and students, particularly with regard to laboratory, clinical studies and animal experimentation policies and procedures.

General Duties

- Maintaining the efficient running of BCI Research and Teaching laboratories, including oversight of procurement processes, financial approval and maintenance of equipment and research resources.
- With the Centre Leads, prepare and supervise budgets to include:
 - regular monitoring of budget performance
 - monitoring compliance with financial policies and procedures for all activities (dealing with suppliers, invoicing procedures, petty cash and travel expenses)
- Be involved in negotiating and purchasing of new equipment and maintenance contracts.
- The post holder will be expected to contribute to both small and large capital building projects that will involve forward planning for space and equipment needs.
- To act as general safety officer and liaise with BCI Safety Coordinators, Queen Mary and Trust Safety Offices.

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.

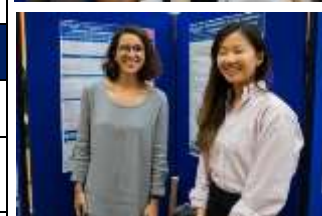
Person specification

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

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

| Qualifications | Essential | Desirable |
|---|-------------------------------------|-------------------------------------|
| BSc in biological sciences or equivalent technical qualification | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Postgraduate degree or equivalent | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| NEBOSH qualified (National Examination Board in Occupational Safety and Health) | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Experience/Knowledge | | |
| Significant experience of laboratory management | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Experience of line management or supervision of staff | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| A good understanding of research and the research process | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Experience of laboratory space/project management | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Experience of capital building projects | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Experience of major equipment procurement | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Ability to work independently without reference to a supervisor | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Sound knowledge of laboratory safety | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| A background in cancer biology | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Recent laboratory wet lab experience | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Skills/Abilities | | |
| Excellent interpersonal skills | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Good computer/IT skills, including use of databases | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Pragmatic problem solver | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Good team member | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Self-motivated | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other | | |
| Flexible and cooperative | <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.

Visa Sponsorship

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 skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Skilled Worker visa. Further information on the Skilled Worker visa can be found via: www.gov.uk/skilled-worker-visa

Global Talent Visa Route

The Global Talent visa is an alternative route to sponsorship, directly applied for by the applicant. It is open to those wishing to work in the UK and who are a leader or potential leader in the fields of academia or research, arts and culture, and digital technology. Further information on the Global Talent Route can be found via: <https://www.gov.uk/global-talent>

For [additional](#) information on both visa sponsorship and non-sponsorship [visa](#) routes, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

Academic Technology Approval Scheme (ATAS)

Academics and Researchers applying for Skilled Worker visas and Sponsored Researchers applying for Government Authorised Exchange visas who will be undertaking research activities, at PhD level or above, in the one of the [ATAS listed subject areas](#) will be required to obtain an ATAS certificate before they can apply for a visa to work in the UK.

Exemptions will exist for nationals from the EEA, Australia, Canada, Japan, New Zealand, Singapore, South Korea, Switzerland and USA and those applying for Global Talent Visas. For further information on this, please visit the UK Visas and Immigration website: <https://www.gov.uk/guidance/find-out-if-you-require-an-atas-certificate>



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.

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:

www.qmul.ac.uk/xxx

Informal enquiries should be made to:

Name: Vipul Bhakta

Tel: +44 (0)20 7882 2109

Email: v.bhakta@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

