

Job title	Oxford-GSK Institute of Molecular and Computational Medicine (IMCM) Fellows – 5 posts
Division	Medical Sciences
Department	Nuffield Department of Medicine (NDM)
Location	Wellcome Centre for Human Genetics, Roosevelt Drive, Headington, Oxford, OX3 7BN
Grade and salary	Grade 10: £58,284 - £67,541 with a discretionary range to £73,787 per annum
Hours	Full time
Contract type	Fixed-term contract for 5 years (with possible extension for a further 5 years subject to satisfactory review)
Reporting to	Professor John Todd
Vacancy reference	164033
Additional information	Funding provided by IMCM

The role

We are seeking five outstanding and experienced individuals to establish themselves as principal investigator of a research team. You will be expected to lead an independent research programme to develop and apply research methods and experimental medicine approaches and/or exploit the potential of data analytics, AI/ML and next generation deep phenotyping in the area of neurodegeneration and neuroinflammation. The ultimate aim is to enable the identification of clinically relevant neurodegenerative and neuroinflammatory disease endophenotypes for patient stratification, and biomarkers of target engagement, efficacy and progression to support clinical decision making in clinical trials.

You will be part of our recently established Oxford-GSK Institute of Molecular and Computational Medicine (IMCM) which is a strategic enterprise bringing together the best scientific, clinical, technological and computational expertise from the University of Oxford and GSK. The unique, highly-integrated industry/academic partnership is based in the Nuffield Department of Medicine (NDM) and has associations throughout the University, including with the Nuffield Department of Clinical Neuroscience, the Nuffield Department of Population Health, the Department of Physiology, Anatomy and Genetics, and the Department of Psychiatry. We expect the IMCM Fellows to have research programmes that have the potential to synergise with groups within the IMCM and the wider University neuroscience environment. The aim of IMCM is to improve tools in, and knowledge from, genetics, genomics, molecular and single cell biology, spatial imaging, machine learning and novel methods of data handling to study the pattern of diseases in new ways, focusing on neurodegeneration and neuroinflammation. The IMCM intends to make a real difference, not only to patients with neurodegenerative disease and at risk of these disorders, but

also to contribute significantly to basic knowledge of the disease processes. The IMCM is built around Fellows and project teams, and you will be expected to support and advise the IMCM projects teams, where appropriate, and report to oversight committees as required to achieve the overall objectives of the Institute.

You will occupy high-quality space in the Wellcome Centre for Human Genetics (WHG), and report to its Director, Professor John Todd. You will be offered a generous package of financial support and will be encouraged and supported to apply for University and external grants as commensurate with working in a world-leading department.

Queries about the post should be addressed to the Head of the Nuffield Department of Medicine, Professor Richard Cornall (Richard.cornall@ndm.ox.ac.uk), or the co-Director of the IMCM and Director of the Wellcome Centre for Human Genetics, Professor John Todd (john.todd@well.ox.ac.uk).

Responsibilities

You will:

- Establish, develop and lead an independent, competitive programme of research within the theme of neurodegenerative and neuroinflammatory disease
- Generate research income, write funding applications for specific avenues of independent research and manage and monitor research resources and budgets.
- Develop and conduct collaborative projects with colleagues within NDM, GSK and other departments, universities, research institutes and healthcare providers both nationally and internationally.
- Regularly prepare the results of the team's work for publication in learned journals, presentation at national and international conferences, and lead seminars to disseminate research findings.
- Effectively manage a research team by motivating, supervising and communicating with all members of your team, including compliance with relevant academic, clinical and informatics governance standards.
- Provide academic supervision for research students and IMCM staff members, including participation in a mentorship programme, ensuring intellectual stimulus and access to resources.
- Promote your research group and IMCM locally and nationally, disseminate research outcomes to advance knowledge in the field of research and liaise with sponsors, stakeholders, national agencies, and professional bodies.
- Develop networks and build links with leading researchers in the field.
- Contribute to the needs of external agencies (e.g. funders, regulators) in your area of expertise
- e.g. through participation of policy development, funding committees and expert review panels as appropriate.
- Carry out collaborative projects with colleagues in partner institutions, and research groups, including supporting IMCM projects.
- Be part of departmental committees advising on scientific and management matters for the department.
- Contribute substantially to establishing strategic direction and setting standards, within IMCM and the wider group.
- Ensure compliance with Centre, University and national regulations on safety and ethics that are relevant to the research programme and be responsible to the co-Directors and Head of Department with respect to safety policy, rules and regulations, returns required by external organisations and disciplinary matters.
- Undertake such administrative and managerial duties as could be reasonably expected of a Fellow by the Director of WHG or BDI, including chairing working groups as required.
- Participate in and support public engagement activities on behalf of NDM. This is anticipated to be around 2 days per year.

Selection criteria

Essential

- PhD/DPhil, MD in a relevant area of research with significant post-qualification research experience.
- Recognised authority in neuroscience, genetics, molecular/cellular biology, biochemistry and/or data science in biomedical research, with experience in 'Omics analyses for multifactorial diseases.
- Expertise and proven track record of leading research programmes and developing new avenues of research.
- Evidence of a substantial and realisable research plan which will complement the IMCM projects and wider University neuroscience programmes
- An established record of international publications and/or registered patents.
- A successful track record of attracting peer-reviewed research grants and managing significant budgets.
- An approach to research which will directly contribute to, and benefit from, the forward thinking and collaborative ethos of IMCM.
- Excellent interpersonal skills, with the ability to work with people at all levels of seniority in the University, and the proven or potential ability to lead, motivate and manage a group of scientists.
- Commitment to promoting awareness and understanding of equality, diversity, and inclusion, and embedding these principles among staff and students

Desirable

- Evidence of collaborating with other researchers and/or industry partners.
- Track record in inflammation and neurodegenerative diseases.
- A record of research prizes and honours.

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. 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 to a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- 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.

Nuffield Department of Clinical Medicine (NDM)

The Nuffield Department of Medicine aims to improve healthcare internationally through its research and teaching. Over the last fifty years, it has pioneered the use of genetics, structural and cellular biology to understand susceptibility to human disease; at the same time, it remains a department of clinical medicine with a clinical interface at the core of its success. The NDM is the largest department in the University of Oxford and the largest department of medicine in Europe by research income.

The major strategic plans of the NDM are built around, (1) establishing a step-change into clinical pathology and the study of human disease in all clinical specialties; (2) accelerating the discovery of new medicines; and (3) addressing the burden of worldwide infectious disease, including emerging threats.

The NDM is recognised for its diverse impacts in the field of healthcare. These range from the discovery of the mechanism of hypoxic gene regulation (Sir Peter Ratcliffe, Nobel Prize 2019), the worldwide introduction of artemisinin and combination therapy for malaria (Sir Nick White and others), contributing to the worldwide guidelines for NRTI's as the first front line therapy for HIV (Sir Dave Stuart and others).

The department is organised around a series of strong and identifiably unique institutes, centres and units; but its aim is to be as non-hierarchical and closely-knit as possible, to encourage the very best interactions and the exchange of ideas between its staff. It supports teaching to encourage the very best students to join academic research. It maintains a £800m portfolio of externally funded research from over 140 different sponsors/funders, and has an annual turnover approaching £200m. The department's activity is run directly through the University, but also through a series of subsidiary companies and other legal vehicles, tailored to the activity and the countries within which it operates. Across these vehicles and partnerships, the department has over 3,000 staff and students working solely on, or supporting, its research and teaching; and 1,000 of these staff are based in Oxford. The NDM has permanent research centres with local partners in nine countries overseas and holds collaborative grants with ~40 other departments or centres in the University of Oxford.

COVID-19 The underlying strength of the department, and its ability to bring together disciplines, has been evident through its contributions to the pandemic response, including: ISARIC and its overseas activity, IDDO and TGHN, the work of the Africa-Asia Programmes, the Oxford-AZ vaccine (Dame Sarah Gilbert and others), elucidating the structural biology of variants and neutralising antibodies, the Office of National Statistics study, the UK Serology Surveillance platform, the standard testing of commercial assays for the Government, Mobile Apps, RECOVERY trial leading to the worldwide use of dexamethasone, the NHS cohort studies, the COMBAT study, (Sir Peter Horby and others). This activity has certainly saved more than 2m lives during the pandemic.

TEACHING The NDM contributes to teaching in the Oxford Clinical School and at undergraduate level. It runs four Masters level courses and has a large international DPhil (PhD) Scholarship Programme.

PEOPLE The NDM has a strong commitment to careers and equality of opportunity and treatment. The Department holds an Athena SWAN Silver award in recognition of the commitment made to promote gender equality through our organisational and cultural practices and our efforts to improve the working environment for both men and women. For more information, please see the NDM pages of [Equality, Diversity and Inclusion](#).

For more information on NDM please visit: <https://www.ndm.ox.ac.uk>

Wellcome Centre for Human Genetics (WHG)

The mission of the Wellcome Centre for Human Genetics is to integrate approaches in genetics, structural biology, proteomics and molecular and cellular biology to study the patterns of disease. Its aim is to change clinical practice, with a focus on identifiable and treatable mechanistic pathways. Its major clinical themes include the CNS, Autoimmunity and Inflammation, Infectious Disease, Cancer Biology, Human Genetics, and Cardiometabolic Disease. The Centre's estate is undergoing a major remodelling refurbishment in 2022. The Centre is committed to providing its investigators with the most appropriate cutting-edge technology and tools. For example, its world-renowned structural biology unit is at the forefront of developing high containment cryo-EM tomography for human tissues. It is committed to providing a strong interface with clinical practice, access to national resources and data management. The technology platforms in the Wellcome Centre are underpinned by a series of commercial collaborations, with Thermo-Fisher Scientific and others. The MCMI will benefit from these resource platforms and the wide variety of existing collaborations.

WHG is situated in the University of Oxford's Biomedical Research Campus in Headington, which is one of the largest concentrations of biomedical expertise in the world. It hosts more than 400 active researchers and around 70 employed in administrative and support roles. It benefits from strong links to the UK National Facilities at the nearby Harwell, including Diamond Light Source and Rosalind Franklin Institute, with several shared appointments

The WHG is partnered locally by the NDM Big Data Institute, Centre for Medicines Discovery and other institutes.

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

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

If you would like to apply, **click on the Apply Now button** on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously.

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, supporting statement and completed Research Plan template. 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). Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents **as PDF files** with your name and the document type in the filename. Please note using a long file name may prevent you from uploading your documents.

http://www.ox.ac.uk/about_the_university/jobs/research/

All applications must be received by **midday** UK time on the closing date stated in the online advertisement

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 recruitment@ndm.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**, which with effect from 1 October 2023 will be 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, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

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 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 website 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

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information 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.