

Summary

Job title	Translational Research Scientist: Experimental Medicine
Division	Medical Sciences Division
Department	Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
Location	Kennedy Institute of Rheumatology, Roosevelt Drive, Headington, Oxford OX3 7FY
Grade and salary	Grade 8: Salary in the range of £49,119-£58,265 per annum. This is inclusive of a pensionable Oxford University Weighting of £1,730 per year.
Hours	Full time
Contract type	Fixed-term (24 months)
Reporting to	Christopher Buckley
Vacancy reference	189272
Funding Information	Funding provided by the department

The role

We are offering an exciting and unique opportunity for an experienced researcher to work as a Translational Research Scientist at the interface of academia and industry, joining a large multidisciplinary team working on Experimental Medicine. The team are carrying out histopathological and omics analyses of samples from clinical studies sponsored by industry partners, which aim to understand the molecular basis disease pathways and potential new treatment targets.

The Translational Research Scientist will contribute to the set-up, delivery and continuity of the research projects and programmes by providing advanced technical and scientific expertise in support. Unlike a traditional Postdoctoral Research Associate (PDRA) role, this position is not primarily aligned with a standard academic career progression pathway. Instead, the postholder will focus on collaborative research, the application of specialist knowledge, and the development, optimisation, and maintenance of methodologies, facilities, or shared resources. The role emphasises long-term contribution, technical leadership, and support for team-based research objectives, rather than the pursuit of independent academic advancement or principal investigator status.

The postholder will work on the set-up phase of a series of projects, and on elements of delivery of some of the projects where required. They will work closely with the laboratory manager and research leads on the design of experimental plans and SOPs including patient biosample profiling, optimisation of assays, setting up infrastructure and sample flows and where appropriate interpretation and reporting of results.

The postholder will report directly to the Director of Clinical Research - Prof Chris Buckley and will closely collaborate with other team members in Oxford such as Tissue Biology Lead Dr Matthias Friedrich and Computational/Bioinformatics Lead Dr Calliope Dendrou. The post-holder will also liaise closely with colleagues in the [Experimental Medicine Clinical Research Facility \(EMCRF\)](#).

A highly collaborative team science spirit is essential as is the meticulous planning, conduct and reporting of experiments, in compliance with the Human Tissue Act (2004).

Responsibilities

The range of duties will include:

- Carry out collaborative projects with colleagues in partner institutions, and research groups and write up experimental results, methodology and interpretation which will contribute to reports when required.
- Develop, establish, and pursue appropriate analytical protocols and techniques to support research, including standardized protocols for patient sample flows.
- Develop research questions within a specific context, conduct research, analysing detailed and complex qualitative and/or quantitative data from a variety of sources, and generate original ideas by building on existing concepts.
- Adapt existing and develop new research methodologies and extend the research portfolio.
- Ensure the smooth day-to-day running of the laboratory e.g., by ensuring equipment is functioning and monitoring and ordering stock as necessary. Use specialist scientific equipment within the laboratory environment for protocols such as 10X controllers, spatial transcriptomics profilers, PCR machines and flow cytometers.
- Process and inventory human tissue samples for clinical studies within the research groups
- Ensure the validity and reliability of data at all times, maintain a database, run reports and interpret results and work with computational biologists to comply with data management principles and maximise sharing within the initiative.
- Agree clear task objectives, organise, and delegate work to other members of the team and coach other members of the group on specialist methodologies or procedures

- Regularly write reports for Industrial Partners, present at key meetings and lead seminars to disseminate research findings.
- Share responsibility for shaping the research group's plans and the writing of group-funding applications for new research projects. Manage own area of a larger research budget
- Represent the research group at project meetings, seminars, conferences either alone or as a group. As well as acting as a member of departmental committees advising on scientific and management matters for the department
- Actively read the scientific literature relating to (and around) projects.
- Awareness of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty.
- A commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community.

Selection criteria

Essential selection criteria

- Hold a PhD/DPhil in immunology or related area
- Post-qualification research experience .
- Experience of independently managing a research project
- Evidence of having collaborated with both wet and dry lab researchers to complete a project.
- Keen interest in experimental medicine and immune-mediated inflammatory disease
- Demonstrated experience in standard laboratory-based immunology techniques, such as human tissue handling and culture, PCR, flow cytometry.
- Demonstrated ability to analyse, interpret and publish complex biological data
- Excellent communication and interpersonal skills
- Excellent time management and organisational skills
- Excellent record keeping
- Ability to work independently and as part of a team
- Ability to assess and organise resources
- Demonstrate an ability to understand and follow departmental guidance in handling sensitive and personal information, including complying with current data protection legislation

Desirable selection criteria

- Proficiency in conducting 10X single-cell RNAseq
- Proficiency in conducting spatial transcriptomics
- Proficiency in preparing libraries for next-generation sequencing
- Proficiency in histopathology work such as tissue sectioning
- Previous experience of working with or in pharmaceutical industry

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.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening>

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
- Work in hot or cold environments
- Working with Ionising Radiation
- Working with category 3b or 4 lasers (laser safety class)
- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- Work with allergens, Eg laboratory animals, pollen, dust, fish or insects etc.
- Regular manual handling
- Work with any substance which has any of the following pictograms on their MSDS:



Additional security pre-employment checks

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

- A satisfactory basic Disclosure and Barring Service check due to the nature of the work at the Kennedy Institute
- University security screening (eg 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 <https://www.ox.ac.uk/about>.

Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) is part of the Medical Sciences Division and is the largest European academic department in its field, running a globally competitive programme of research and teaching.

Our mission is to discover the causes of musculoskeletal and inflammatory conditions to deliver excellent and innovative care that improves people's quality of life. Our highly skilled teams have expertise in a broad range of areas, including orthopaedic surgery, inflammation, immunology, rheumatology, medical statistics, epidemiology, and clinical trials.

We currently have 480 staff, approximately 120 post-graduate students and have a grant portfolio worth over £180 million.



The Kennedy Institute is a biomedical research centre uniquely bringing together discovery science and early-stage clinical research, to develop transformative new therapies for chronic inflammatory and musculoskeletal conditions.

Broadly focused on the thematic areas of immunity and microbiome, inflammation biology and tissue remodelling and repair, the Institute's research is relevant for a range of common diseases such as arthritis, inflammatory bowel disease, fibrosis and cancer.

The Institute has capacity for up to 260 staff and students who work collaboratively across 25 research groups. This enables a multidisciplinary approach of molecular and cellular biology, combined with analysis of disease models, patient tissue samples and longitudinal clinical data. Collectively, these studies seek to uncover the biological processes that maintain tissue health and how these pathways break down in disease.

Research at the Institute is supported by a suite of core technology platforms, as well as through strategic partnerships with other basic and clinical research centres in Oxford, across the UK and internationally. These state-of-the-art technologies include the Oxford-Zeiss Centre for Excellence and other advanced microscopy and imaging facilities, mass and flow cytometry, as well as capabilities for microbial genomics and functional microbiome studies made available through the Oxford Centre for Microbiome Studies.

Complementing a strong programme of lab-based research, the Institute has established a core of expertise and technologies in data science including single cell genomics, statistical genetics, computational biology, and research informatics. A recent extension to the Institute building with a new third floor creates additional space purposely designed for computationally intensive research.

A true trendsetter in innovative and transformational research, the Kennedy also boasts a relaxed and friendly atmosphere, revolving around its bright and airy atrium that provides a space for colleagues to meet over coffee and tea to talk about their research and beyond throughout the day.

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



The **Botnar Institute for Musculoskeletal Sciences** enables and encourages research and education into the causes of musculoskeletal disease and their treatment.

The Centre provides world-class facilities for scientists in the field of musculoskeletal research. It takes a multidisciplinary approach, encompassing orthopaedic, rehabilitation and rheumatology clinical scientists, bone oncologists, laboratory scientists, epidemiologists, engineers and statisticians. The Botnar also hosts the Oxford Clinical Trials Research Unit (OCTRU) and the Centre of Statistics in Medicine (CSM), providing excellent statistical support to all aspects of clinical research.

The Botnar opened in 2002, with a large annex completed in 2013. The Botnar is now home to around 300 staff and postgraduate students enjoying the international and friendly atmosphere of this workplace and benefits from the vast knowledge of leading experts in the field of musculoskeletal research.

To accommodate its rapid growth, the Centre has opened another wing in early 2022. The new space provides additional 1000m² of office and 1000m² of laboratory space. The laboratory space includes a GMP clean room facility suitable for the manufacturing of biomaterials for human implantation.

Sharing the site of the Nuffield Orthopaedic Centre, the largest specialist academic musculoskeletal hospital in the UK, puts the Botnar in a unique position to foster the collaboration between basic scientists and clinicians, which is essential to success in medical research.

The Kadoorie Institute of Trauma, Emergency and Critical Care brings together interdisciplinary research across trauma and rehabilitation, emergency care and critical care, with a focus on improving outcomes for patients with life-threatening illness and injury.



The Institute integrates expertise across these closely connected specialties within a single research environment. What unites them is the need for speed: developing and evaluating urgent interventions that can save lives, improve recovery and support more effective and sustainable healthcare.



Based at the John Radcliffe Hospital, the centre of urgent and emergency care in Oxford, the Institute supports more than 100 multidisciplinary researchers working across the breadth of trauma, emergency and critical care research. Its research spans the use of routinely collected healthcare data and early- and late-phase clinical trials, enabling discoveries to be translated into improvements in clinical practice and patient care.



The Institute benefits from close collaboration between the University of Oxford and Oxford University Hospitals NHS Foundation Trust. It sits jointly within the Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) and the Nuffield Department of Clinical Neurosciences (NDCN), creating a strong platform for translational research that directly informs clinical practice.

Building on internationally recognised research programmes, the Institute works with national and global partners to strengthen the evidence underpinning clinical practice, guidelines and health policy, including through organisations such as the National Institute for Health and Care Excellence (NICE).

Alongside its research, the Institute plays an important role in education and training, supporting research students and providing education for clinicians and researchers from Oxford, across the UK and increasingly around the world. Across its work, it is committed to collaboration, rigorous evidence and the rapid translation of research into practice, delivering meaningful improvements for patients and healthcare systems worldwide.

www.ndorms.ox.ac.uk/about/kadoorie-institute



Equality, Diversity and Inclusion (EDI) and Athena Swan

NDORMS is committed to promoting a diverse and inclusive community and we have an active Equality, Diversity, and Inclusion (EDI) committee. We hold an Athena SWAN silver award in recognition of our efforts to introduce organisational and cultural practices, which promote gender equality and create a better working environment for all. NDORMS has been awarded the Athena Swan Silver award for the third consecutive time, in March 2024, recognising the department's commitment to gender equality. Every Athena SWAN application includes a thorough action plan, and ours is no different in this respect. We have developed a comprehensive plan to fully support our positive work and ambitions for gender equality in NDORMS. See more information [here](#).

The Department promotes family-friendly policies and supports flexible working arrangements where possible. The University offers 450 nursery places for staff and students at five dedicated University nurseries and a network of local community nurseries. We will be happy to provide you with information about nurseries and schools in Oxford upon request.

We encourage applications from suitably qualified, experienced, and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, marriage or civil partnership, religion or belief, or pregnancy and maternity. We embrace our differences, and you are very welcome at NDORMS, without the need to hide any part of who you are.

To learn more about EDI in NDORMS, visit our [website](#).

For more information visit the [University's family friendly benefits](#) .

In line with [University policy](#), we expect all members of the NDORMS community to treat each other with respect, courtesy and consideration and do not tolerate any form of unlawful discrimination, bullying, harassment or victimisation.

Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching. We are 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: www.medsci.ox.ac.uk

University of Oxford equal opportunity statement

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/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 referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. 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)

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.

Information for internal candidates

If you currently work at 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 and information about your performance.
- 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://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/support-with-online-applications>

Non-technical questions about this job should be addressed to the recruiting department directly

recruitment@ndorms.ox.ac.uk.

To return to the online application at any stage, please go to: <https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/how-to-apply>

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** of 30 September before the 70th birthday.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://unioxfordnexus.sharepoint.com/sites/OXINTRANET-working-here/SitePages/the-ejra.aspx>

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.

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Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, support for sustainable travel and other discounts. Staff can also access a huge range of personal and professional development opportunities. See <https://www.ox.ac.uk/about/jobs/working-here>.

Employee Assistance Programme

As part of our wellbeing offering staff get free access to a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more at <https://www.ox.ac.uk/about/jobs/life-in-oxford/healthcare-and-wellbeing>

University Club and sports facilities

Membership of the University Club is free for University staff. It 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

Please see our Life in Oxford webpage for information on relocating to and settling into the Oxford area. The website offers valuable guidance, including information on where to find more details about housing, transportation, finances, healthcare, and other key aspects of living in Oxford and the surrounding region. See <https://www.ox.ac.uk/about/jobs/life-in-oxford>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration>

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://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment>). 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://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare>

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/support-for-disabled-staff>. The Staff Disability Advisor can be contacted at staffdisability@admin.ox.ac.uk

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is 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

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/researcher-hub/about>