Job Description – Postdoctoral Research Scientist

Department	Signalling
Line/Manager Job Title	Group Leader
Grade	BI 6 – PostDoc salary scale
Salary range	£38,298 to £45,729 per annum (depending on number of years post PhD experience)
Length of appointment	Three years
Location	Babraham Institute, Cambridge
Working Hours	37

Job Profile Summary

The Babraham Institute is a world-class research institution, situated at the heart of the Babraham Research Campus, near Cambridge. The Institute's mission is to be an international leader in research focusing on basic cell and molecular biology with an emphasis on healthy ageing through the human lifecycle.

The Postdoctoral Research Scientist will join a team of scientists studying the mechanisms of healthy ageing and proteostasis using *C. elegans* and cell culture. The successful candidate will use genetics, microscopy, proteomics and functional assays in *C. elegans* to dissect the impact of extracellular proteostasis on health.

This role reports to Dr Della David.

Key areas of Responsibility

- To design, implement, and interpret experiments.
- To work with limited supervision to identify, develop, modify and apply the necessary techniques to achieve the goals of the project.
- To identify, develop and apply scientific techniques to meet the research aims of the project.
- To present scientific work at laboratory meetings, seminars within the Institute and at external meetings and conferences.
- To draft scientific papers, and contribute to the overall preparation of research for publication.
- To contribute to the public engagement activities relating to science.
- To assist in the training of PhD Students and other members of the laboratory.
- As agreed with the line manager, any other duties commensurate with the nature of the post.

Person Specification

Criteria	Essential (✓)	Highly Desirable (✓)	Shortlisting (please indicate the specific criterion that can be shortlisted) (✓)
Education & Qualifications			
PhD in cell or molecular biology, genetics or related field	✓		✓
Relevant Experience			
Experience in handling *C. elegans*	✓		✓
Experience in molecular biology/genetic techniques (e.g. cloning, RNAi)	✓		✓
Experience in microscopy	✓		✓
Experience in proteomics		✓	
Ability to plan, execute and record scientific studies	✓		✓
Knowledge & Skills			
Understanding of protein quality control and enthusiasm for ageing research	✓		✓
Knowledge and enthusiasm for genetics and molecular biology	✓		
Proactive, motivated and uses initiative to move projects forward	✓		
An aptitude for the development and troubleshooting of molecular methods	✓		
Able to comprehend and communicate in the English language to a level appropriate for the position	✓		
Excellent interpersonal skills with the ability to communicate with staff at all levels	✓		
Ability to work independently and as part of a team	✓		
Excellent accuracy and attention to detail	✓		
Excellent organisational skills, with good time management	✓		
Strong IT skills, including Microsoft Office	✓		
Personal Attributes & Characteristics			
Ability to make independent decisions and solve routine problems	✓		
Self-motivated and adaptable to change	✓		

Empathy with the life sciences work of the Institute	✓			
Able to handle confidential information with discretion	✓			
Willing to work flexibly at times	✓			
Additional Requirements				
Awareness and understanding of the benefits of an equal and diverse workplace	✓			

Postdoctoral Salary Scales

Postdoctoral Pay Scale for Postdocs with up to 6 years Postdoc experience **Salary Scale at 1st July 2026**			**Job Title for scale points**
Scale Point	**Salary**	**Postdoc experience as at 30th June each year**	
0	35,363	Pre award	Postdoctoral Training Researcher (Pre Award)
1	38,298	Entry Level (PhD awarded) <1 years experience	Postdoctoral Training Researcher
2	39,447	1 to 2 Years Relevent Postdoctoral Experience	
3	40,630	2 to 3 Years Relevent Postdoctoral Experience	
4	41,849	3 to 4 Years Relevent Postdoctoral Experience	Postdoctoral Researcher (Career Development)
5	43,104	4 to 5 Years Relevant Postdoctoral Experience	
6	44,397	5 to 6 Years Relevant Postdoctoral Experience	
7*	45,729	6+ Years Relevant Postdoctoral Experience	Postdoctoral Research Scientist
Max	53,820	Maximum of the Scale	
* Highest recruitment point			

Newly appointed postdoctoral researchers will be placed on the relevant point of the postdoc salary scale, as shown above, based on the number of year's post-PhD experience they hold on 30th June in the calendar year in which they begin employment.

Postdoctoral researchers will need to submit an annual Career Development Plan with their appraisal to be eligible to move up to the next point on the pay scale. Postdocs sitting on points 1-3 should ideally aim to plan a minimum of 10 days of development per year, for those on points 4 and above this should be 5-10 days.

Athena SWAN Silver Award