



Job Description and Person Specification

Last updated: May 2018

JOB DESCRIPTION

Post title:	Senior Scientist		
Academic Unit/Service:	Cancer Sciences		
Faculty:	Medicine		
Career Pathway:	Technical and Experimental (TAE)	Level:	5
*ERE category:	n/a		
Posts responsible to:	Professor of Molecular Immunology and Director of Translational Immunology and Professor of Imaging and Biomedical Engineering		
Posts responsible for:	Junior staff members and oversight of laboratory members		
Post base:	Non Office-based (see job hazard analysis)		

The research operations in the laboratory of the Professor of Molecular Immunology and Director of Translational Immunology, and the Professor of Imaging and Biomedical Engineering, are directed towards the development and use of protein/antibody engineering techniques for the development of antibody-based therapeutics for the treatment of cancer and autoimmunity. This research is supported by the University of Southampton, Wellcome Trust and Cancer Research UK. The laboratory is highly interdisciplinary, combining the use of protein/antibody engineering, advanced fluorescence microscopy and analyses in mouse disease models.

Job purpose

To independently develop and manage the development of antibody-based therapeutics in the laboratory. This will include interactions with personnel within and outside the research group to ensure the timely completion of research projects. In addition, the job will involve the carrying out of research projects using in vitro cellular assays and mouse models, most likely in a team setting.

Key accountabilities/primary responsibilities	% Time
1. Carry out and support ongoing research with experimentation related to the scientific mission of the laboratory, with a focus on in vitro cellular assays, including immunological assays, and mouse models. Mouse model work will include the analysis of potential therapeutics in pharmacokinetic, biodistribution, immunological response and therapy experiments.	50 %

Key accountabilities/primary responsibilities		% Time
2.	Role in writing scientific manuscripts, progress reports and other scientific documents.	10%
3.	Responsible for training and oversight of laboratory members in laboratory techniques and procedures.	10%
4.	Oversight of regulatory, biosafety and compliance issues, including those related to mouse models and the use of radioactivity. Oversight of regulatory procedures related to mouse work.	10 %
5.	Work with the administrative support to ensure maintenance of supplies for the running of the mouse model work in the laboratory.	5 %
6.	Any other duties as allocated by the line manager following consultation with the post holder.	15%

Internal and external relationships
Laboratory members Departmental administrators/managers Other members of the department/University staff External collaborators Relevant suppliers and external contacts

Special Requirements
The candidate is expected to be able to work independently, develop new skills readily and be proactive in problem solving and work collegially with the group's members and other stakeholders. The post-holder will be expected to be available for out of hours work as necessary to perform their job duties.

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications and experience with knowledge in mouse model work and in vitro cellular assays equivalent to Ph.D. level.</p> <p>Knowledge of immunological assays in relation to development of therapeutics and diagnostics.</p> <p>Proven substantial experience of successfully planning and progressing work activities and managing outcomes.</p> <p>Experience in software related to research and research management.</p> <p>Proven project and/or people management skills.</p> <p>Able to apply experience and awareness within specialist field.</p> <p>Able to appreciate University and Laboratory priorities and to apply these in managing work outcomes.</p>		Qualification verification/ Interview/ Application form
Planning and organising	<p>Able to plan and manage major new projects or significant new activities.</p> <p>Able to multi-task.</p> <p>Good organisational skills.</p> <p>Ability to collate information meticulously.</p>		Application/ Interview/ Probation
Problem solving and initiative	<p>Able to work independently</p> <p>Demonstrable ability to solve complex problems.</p> <p>Ability to apply specialist technical knowledge to identify broad trends and to assess deep-rooted and complex issues.</p> <p>Able to apply originality in modifying existing approaches to solve problems.</p>		Application/ Interview/ Probation
Management and teamwork	<p>Able to manage team dynamics, ensuring any potential for conflict is managed effectively.</p> <p>Able to assist with the design of research plans for other laboratory members for in vitro cellular assays and mouse model work, including immunological assays.</p> <p>Able to provide expert guidance and advice to colleagues to resolve complex problems.</p>		Application/ Interview/ Probation
Communicating and influencing	<p>Ability to write with clarity and be able to communicate effectively with colleagues.</p>		Application/ Interview/ Probation

	<p>Able to present new and complex information effectively, both verbally and in writing.</p> <p>Able to resolve tensions and difficulties as they arise.</p>		
Other skills and behaviours	<p>Willingness to work with mouse models.</p> <p>Willingness to work with radionuclides.</p>		
Special requirements	<p>Willingness to undertake Health and Safety training specific to role.</p> <p>Willing to undertake further training and professional development as needed.</p> <p>The post-holder will be expected to be available for out of hours work (including weekends, university closure periods, etc.) as necessary to perform their job duties. For example, to fit in with experimental publication and grant deadlines, and oversee mouse work as per regulatory guidelines.</p>		Application/ Interview/ Probation

JOB HAZARD ANALYSIS

Is this an office-based post?

<input type="checkbox"/> Yes	If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below.
<input checked="" type="checkbox"/> No	If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below. Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder.

- HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

ENVIRONMENTAL EXPOSURES	Occasionally (<30% of time)	Frequently (30-60% of time)	Constantly (> 60% of time)
Outside work	n/a	n/a	n/a
Extremes of temperature (eg: fridge/ furnace)	n/a	n/a	Na/
## Potential for exposure to body fluids	√		
## Noise (greater than 80 dba - 8 hrs twa)	n/a	n/a	n/a
## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below:		√	
Frequent hand washing	√		
Ionising radiation	√		
EQUIPMENT/TOOLS/MACHINES USED			
## Food handling	n/a	n/a	n/a
## Driving university vehicles(eg: car/van/LGV/PCV)	n/a	n/a	n/a
## Use of latex gloves (prohibited unless specific clinical necessity)	n/a	n/a	n/a
## Vibrating tools (eg: strimmers, hammer drill, lawnmowers)	n/a	n/a	n/a
PHYSICAL ABILITIES			
Load manual handling	n/a	n/a	n/a
Repetitive crouching/kneeling/stooping	n/a	n/a	n/a
Repetitive pulling/pushing	n/a	n/a	n/a
Repetitive lifting	n/a	n/a	n/a
Standing for prolonged periods	√		
Repetitive climbing (ie: steps, stools, ladders, stairs)	√		
Fine motor grips (eg: pipetting)		√	
Gross motor grips	√		
Repetitive reaching below shoulder height	√		
Repetitive reaching at shoulder height	√		
Repetitive reaching above shoulder height	√		
PSYCHOSOCIAL ISSUES			
Face to face contact with public	n/a	n/a	n/a
Lone working	√		
## Shift work/night work/on call duties	n/a	n/a	n/a