



Higher Scientific Officer Candidate Information

26 November 2024

The Institute of Cancer Research

About our organisation

We are one of the world's most influential cancer research institutes with an outstanding record of achievement dating back more than 100 years. We are world leaders in identifying cancer genes, discovering cancer drugs and developing precision radiotherapy. Together with our hospital partner The Royal Marsden, we are rated in the top four centres for cancer research and treatment worldwide.

As well as being a world-class institute, we are a college of the University of London. We came top in the league table of university research quality compiled from the Research Excellence Framework (REF 2014).

We have charitable status and rely on support from partner organisations, charities, donors and the general public.

We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

Cancer Biomarker Team, Clinical Studies Division

Professor Johann de Bono's team conducts biomarker-driven clinical and translational research to accelerate the development of novel cancer therapies and improve understanding of cancer biology, drug sensitivity and resistance. His team focuses on improving prostate cancer care that have led pivotal phase III trials of several prostate cancer drugs including abiraterone, cabazitaxel, enzalutamide and olaparib as well more recently ipatasertib and lutetium-PSMA. His team consists of basic and clinical scientists, which is embedded in a vibrant world-class research environment.

Our mission
is to make the
discoveries that
defeat cancer.

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Our values

The ICR has a highly skilled and committed workforce, with a wide variety of roles, each requiring different skills. But whether you work as a researcher, or work as part of our corporate team, your work and behaviour is underpinned by these six values. They are what bring us together as one team - as 'One ICR'.



Pursuing excellence

We aspire to excellence in everything we do, and aim to be leaders in our field.



Acting with Integrity

We promote an open and honest environment that gives credit and acknowledges mistakes, so that our actions stand up to scrutiny.



Valuing all our people

We value the contribution of all our people, help them reach their full potential, and treat everyone with kindness and respect.



Working together

We collaborate with colleagues and partners to bring together different skills, resources and perspectives.



Leading innovation

We do things differently in ways that no one else has done before, and share the expertise and learning we gain.



Making a difference

We all play our part, doing a little bit more, a little bit better, to help improve the lives of people with cancer.

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Job description

Department / division: Division of Clinical Studies, Cancer Biomarkers Team

Pay grade / staff group: Higher Scientific Officer / Scientific professional roles

Hours / duration: Full time (35 hours per week), Monday to Friday. Fixed term contract for 1 year

Reports to: **Mateus Crespo**

Main purpose of the job: The main objective of this post is to play a major role in the expansion of the translational laboratories to support the preclinical and clinical development of novel anticancer drugs. Many of the agents under investigation will have been discovered in the Centre for Cancer Therapeutics. Compounds in Phase 1 clinical trials will be investigated in collaboration with the Royal Marsden Hospital Drug Development Unit. The aim of the work will be to identify, validate and apply immunohistochemical and immunofluorescence techniques to develop prognostics, diagnostic and pharmacodynamic markers of response in preclinical and clinical studies.

Duties and responsibilities:

General Responsibilities

- The post-holder will be mainly laboratory based.
- To contribute to the development of biomarker strategies for diverse projects within the translational laboratory to support drug discovery and development.
- To perform histopathology-based techniques to efficiently support anticancer drug discovery and development projects using appropriate preclinical & clinical samples.
- To work within all areas of the histopathology laboratory, including fixing, processing and embedding of formalin fixed tissue samples, microtomy, cryotomy, and staining of sections for haematoxylin and eosin (H&E).
- To contribute to the development, validation and implementation of tissue-based biomarker assays using immunohistochemistry (IHC), multiplex immunofluorescence (mIF) and related techniques across clinical studies.
- To attend the taking of biopsy specimens, and to communicate, when necessary, with the patient in a sensitive manner.
- To become trained in the use of the Olympus VS200 Imaging equipment.

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- To become trained in the use of the Leica Bond RX automated IHC & mIF research autostainer.
- To perform or be trained in tissue-based hybridisation techniques e.g. ISH and FISH.
- To become trained in the use of the Akoya PhenoCycler-FUSION platform and any updated versions of this which may be acquired.
- To accurately record & report results of study to appropriate Project leaders and clinicians in a timely manner.
- To work towards GCP compliance in collaboration with established GCP personnel.
- To teach specialised techniques, such as IHC, to PhD students and other staff as deemed necessary.

Laboratory Duties

- To maintain instrumentation and equipment in good working order.
- To ensure laboratory housekeeping tasks are carried out routinely.
- To ensuring compliance to health and safety regulations; writing Risk Assessments and Standard Operating Procedures.
- To ensure that work conforms to the local requirements for COSHH, and other Codes of Practice as required by The Institute Safety Policy.
- Purchase items of equipment/consumables required to meet objectives within budgetary limits.

General

To work in a flexible, but organised manner.

To meet objectives within predetermined timescales.

To communicate effectively with other members of the Centre, the Drug Development Unit (DDU), Prostate Cancer Targeted Therapy Group (PCTTG) and The Institute, and where necessary outside organisations.

To ensure that scientific work is carried out accurately and efficiently and by own initiative, as agreed with senior staff and team leader.

To contribute to the day-to-day operations and performing general histology techniques.

To strive for continuous performance improvement and professional development in the fields of histopathology and multiplexed IHC, by attending courses and workshops and presenting work at scientific meetings.

To keep abreast of the relevant literature; assess and develop new technologies to expand the capabilities of the team, under the guidance of senior staff.

To actively support and provide training to team members, where necessary.

To accurately record & report results on a regular basis, at lab meetings, to keep colleagues informed of developments and lab practice.

All staff must ensure that they familiarise themselves with and adhere to any ICR policies that are relevant to their work and that all personal and sensitive personal data is treated with the utmost confidentiality and in line with the General Data Protection Regulations.

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Any other duties that are consistent with the nature and grade of the post that may be required.

To work in accordance with the ICR's Values.

To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or development.

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Person specification

Education and Knowledge

BSc or equivalent degree in Biomedical Science or related subject	Essential
MSc or equivalent higher degree	Desirable

Skills

The ability to produce high quality paraffin wax and frozen sections from fresh/ frozen clinical material	Essential
Demonstrable practical expertise in histopathology techniques including immunohistochemistry and immunofluorescence	Essential
Demonstrable skills for proficient evaluation and documentation of research & clinical histopathological and immunohistochemical data	Desirable

Experience

Significant experience in a Histopathology laboratory or related research laboratory	Essential
Experience with a range of histopathology-based procedures such as IHC, mIF and related techniques	Essential
Expertise in antibody validation and optimisation	Essential
Immunohistochemical and pathology experience in a clinical setting	Desirable
Experience using automated staining platforms including the Leica Bond RX and Akoya PhenoCycler-FUSION	Desirable
Experience using whole slide scanners for digital pathology	Desirable

General

Ability to take specific and delegated responsibilities	Essential
Ability to troubleshoot in specialist area	Essential
Self-motivation and enthusiasm, ability to make decisions and to take initiative	Essential
Ability to contribute to team/project aims	Essential
Excellent interpersonal and communication skills	Essential

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Benefits

We offer a fantastic working environment, great opportunities for career development and the chance to make a real difference to defeat cancer. We aim to recruit and develop the best – the most outstanding scientists and clinicians, and the most talented professional and administrative staff.

The annual leave entitlement for full time employees is 28 days per annum on joining. This will increase by a further day after 2 years' and 5 years' service.

Staff membership to the Universities Superannuation Scheme (USS) is available. The USS is a defined benefit scheme and provides a highly competitive pension scheme with robust benefits. The rate of contributions is determined by USS and details of the costs and benefits of this scheme can be found on their website. If staff are transferring from the NHS, they can opt to remain members of the NHS Pension Scheme.

We offer a range of family friendly benefits such as flexible working, a parents' group, and a maternity mentoring scheme. Other great benefits include interest free loans for discounted season tickets for travel and bicycle purchases, access to the NHS discounts website, a free and confidential Employee Assistance Programme which offers a range of well-being, financial and legal advice services, two staff restaurants, and access to a gym and sporting facilities at our Sutton site.

Further information

You may contact Mateus Crespo for further information by emailing mateus.crespo@icr.ac.uk This job description is a reflection of the current position and is subject to review and alteration in detail and emphasis in the light of future changes or development.