ICR The Institute of Cancer Research

Scientific Officer
Candidate Information

July 2025

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 second in the league table of university research quality compiled from the Research Excellence Framework (REF 2021). 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.

Targeted Therapy Team

We are a translational research team, led by Professor Kevin Harrington, with interest in ways to activate the immune system to target cancer, for example by using radiotherapy, oncolytic viruses or innate immune agonists. We undertake research to identify mechanisms of action behind successful combination therapy strategies. Areas of activity include thyroid cancer, head and neck cancer and melanoma. We are seeking a highly motivated and well-organised individual to join the team. The post-holder will provide skilled laboratory assistance in pre-clinical projects in cancer immunotherapy research. The laboratory work will include cell culture and maintenance, as well as analyses of *in vivo* samples by *in vitro* and *ex vivo* assays. Techniques used will include standard molecular biology assays such as DNA / RNA preparations, PCRs and ELISAs as well as multicolour flow cytometry and other functional immunology assays. The successful candidate will be expected to provide technical support across multiple projects under the lead and supervision of senior members of the team.

Our mission is to make the discoveries that defeat cancer.

Scientific Officer
Candidate Information

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.

Our values set out how each of us at the ICR, works together to meet our mission – to make the discoveries that defeat cancer. *They summarise our desired behaviours, attitudes and culture – how we value one another and how we take pride in the work we do, to deliver impact for people with cancer and their loved ones."*

Professor Kristian Helin
Chief Executive

Scientific Officer
Candidate Information

Job description

Department / division:	Radiotherapy and Imaging
Pay grade / staff group:	Scientific Officer
Hours / duration:	Full time (35 hours per week). Monday to Friday. It may be necessary for the post-holder to work outside hours to meet specific deadlines. Fixed term contract for 2 years (potentially renewable).
Reports to:	Dr Malin Pedersen
Main purpose of the job:	To assist and perform *in vitro* and *ex vivo* experiments for various projects within the Targeted Therapy team.

Duties and responsibilities:

Main duties and responsibilities

Responsible for culturing and maintaining cell lines for functional studies and cell preparations for *in vivo* experiments, carried out by members of the Targeted Therapy team.
Perform basic molecular biology assays such as DNA and RNA isolations. Prepare drug and antibody solutions for *in vivo* treatments.
Perform viability, proliferation, cytotoxicity assays and cytokine production analysis of cancer cells and immune cells.
Carry out analysis of murine *in vivo* samples using flow cytometry-based assays, including assistance in blood and tissue processing, cellular staining and acquiring of flow cytometry data.
Support members of the team on a variety of ongoing research projects.
Accurately keep records of the data generated.
Work in a flexible but organised manner.
Work and communicate effectively with other members of the team and work in a collaborative manner.
Undertake any other duties that may be required which are consistent with the nature and grade of the post.

Scientific Officer
Candidate Information

General

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.
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.

Scientific Officer
Candidate Information

Person specification

Education and Knowledge

MSc in biological science (or equivalent)	E
Knowledge of the immune system and cancer immunology	D

Skills

Skills with cell culture techniques and cell based assays *in vitro*	E
Experience with basic molecular biology assays (including western blotting, DNA/RNA/protein isolation, PCRs, plasmid/siRNA transfection)	D
Experience with flow cytometry assays	D
Cell genetic modification techniques, cloning etc.	D
Willingness to learn new skills	E
Good organisation skills and attention to detail	E
Good team player with the ability to work independently	E
Interest in immunology and in the development of new cancer therapeutics	E
Ability to take specific and and delegated responsibilities.	E

Scientific Officer
Candidate Information

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 Malin Pedersen or Emmanuel Patin for further information by emailing malin.pedersen@icr.ac.uk or emmanuel.patin@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.