



Higher Scientific Officer, Cell-based Pharmacology, Centre for Protein Degradation Candidate Information

May 2026

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.

Centre for Protein Degradation, Division of Cancer Therapeutics

The ICR has established the Centre for Protein Degradation (CPD) to accelerate targeted protein degradation-based drug discovery – an innovative approach utilising drug-induced degradation of harmful proteins via the cell's endogenous protein disposal system. Our aim is to discover novel molecular glue degraders and PROTACs for the treatment of the most challenging cancers. Based at the ICR's Centre for Cancer Drug Discovery (CCDD) the CPD benefits from state-of-the-art drug discovery platforms – biology, medicinal chemistry, biophysics, structural biology, proteomics, computational modelling, as well as strong cancer biology and clinical expertise within the CCDD, the ICR and the Royal Marsden Hospital. We also have established collaborations with biotechnology companies and pharmaceutical industry.

Our mission
is to make the
discoveries that
defeat cancer.

Centre for Protein Degradation

Candidate Information

The **Induced Proximity Therapeutics team** within the Centre for Protein Degradation focuses on **biology** aspects of targeted protein degradation drug discovery and supports the CPD in the following areas of research: 1) drug screening, profiling and mechanisms of action; 2) discovery of novel E3 ligase ligands; 3) target identification and validation. **This role will primarily focus on development of cell-based assays, drug screening, profiling and mechanism of action**, but may also contribute to other activities.

Centre for Cancer Drug Discovery at the ICR

Scientists in the Centre for Cancer Drug Discovery implement innovative drug discovery technologies, discover novel drug modalities and develop these as rapidly as possible from the laboratory through to hypothesis-testing early clinical trials. We publish our work extensively and have a large network of collaborations with academia, biotechnology companies, and the pharmaceutical industry. Our drug discovery Biology teams are dedicated to translational and drug discovery research, applying molecular pharmacology and cancer biology approaches to explore the therapeutic potential of new targets, and implementing functional and mechanistic assays to support progression of new therapeutics.

About the Higher Scientific Officer position

The postholder will be working at the Centre for Protein Degradation to deliver biology aspects of our exploratory and drug discovery projects. Working closely with our internal medicinal chemistry, proteomics, structural biology, DMPK and oncology scientists and with our academic and industry partners, they will leverage their biology and drug discovery expertise to develop and implement high-throughput assays for mechanism of action studies and pharmacological profiling of novel molecular glues and PROTAC degraders. This position is suitable for a strong team player with a solid background in biochemistry/pharmacology who is passionate about developing innovative technologies and cancer drug discovery.

The position is offered on a fixed-term contract, until the end of December 2027 in the first instance. Starting salary is in the range of £39,805 - £50,862 per annum depending on experience.

Annual leave entitlement is **28 days per annum**. This will increase by a further day after 2 years' and 5 years' service. There is an additional entitlement to **8 bank/public holidays** and **3 ICR-set privilege days**.

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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.



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

Centre for Protein Degradation

Candidate Information

Job description

Department / division:	Centre for Protein Degradation, Division of Cancer Therapeutics
Location:	Sutton, on site
Pay grade / staff group:	Higher Scientific Officer: £41,900 - £50,862 per annum
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract until the end of 2027 in the first instance, with the potential to extend subject to funding.
Reports to:	Dr Agnieszka Konopacka, Group Leader, Induced Proximity Therapeutics, Centre for Protein Degradation
Main purpose of the job:	Develop and run cell-based assays for discovery and mechanistic characterisation of novel small molecule degraders (molecular glues and PROTACs).

Key Roles and Responsibilities

Design and independently perform routine, in vitro and cell-based screening assays to identify novel molecular glue degraders and PROTACs
Perform pharmacological characterisation of molecular glue degraders and PROTACs (degradation, cell death, proliferation assays)
Design and perform cell-based experiments to study drug mechanism of action.
Manage molecular glue degrader compound library
Design experiments and prepare samples for mass spec proteomics
Work effectively as part of a multidisciplinary team including oncology scientists, cell, molecular and structural biologists, medicinal chemists, analytical and DMPK scientists, as well as external academic and industry partners

Other Roles and Responsibilities

Maintain accurate electronic experimental records

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Design experiments, analyse and interpret data

Work and communicate effectively with other team members, project team and external collaborators

Keep up to date with relevant scientific literature and technology

Prepare and present results at internal or external meetings

Prepare data for patent applications and publications

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

Centre for Protein Degradation

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Person specification

Education and Knowledge

First degree in biological science, biochemistry or pharmacology	Essential
PhD in biological/biochemical sciences	Desirable
Cell biology techniques and screening assay development	Essential
Drug screening and pharmacological profiling	Essential
Understanding of targeted protein degradation, cancer biology, molecular biology	Desirable

Skills

Intellectual curiosity and strong motivation to learn novel technologies and achieve professional excellence	Essential
Good collaboration and communication skills	Essential
Good lab technical skills, ability to adapt and develop technologies	Essential
Willingness to stay up to date with relevant scientific literature and technology	Essential
Ability to plan, organise and prioritise work across multiple projects	Essential
Good computer and data analysis skills (e.g., Dotmatics, Spotfire, GraphPad Prism etc.)	Essential
Excellent data documentation skills, attention to detail	Essential

Experience

Tissue culture and cell-based assays	Essential
Drug screening and pharmacological profiling	Essential
High-throughput screening assays (e.g. high-throughput luminescence and fluorescence assays, viability assays)	Essential
Experience with key biology lab equipment and techniques – high throughput fluorescence and luminescence plate readers, microscopy, WB, liquid handlers	Essential
Experience with screening/ profiling of molecular glue degraders (e.g. protein degradation potency and kinetics, ternary complex formation).	Desirable
Biochemical assays (e.g., FRET, AlphaLisa, ubiquitination assays)	Desirable
High-throughput compound handling (e.g., Echo dispenser)	Desirable
Experience in targeted protein degradation and cancer biology	Desirable

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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

For further information please contact **Dr Agnieszka Konopacka** Agnieszka.Konopacka@icr.ac.uk.

Please note that we can only review applications submitted *via* our website.

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