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# Senior Technician - *in vivo* biology

## Candidate Information

August 2025

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### 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.

#### Division Research Services.

We develop and manage the effective implementation of the ICR's strategic research initiatives, creating partnerships and bridges between research groups and the Professional Services teams at the ICR.

We support the development of the research strategy, work on various strategic projects, major equipment purchases and core research infrastructure.

We provide the secretariat for joint research committees and oversee the ICR's core research facilities and services.

#### Biological Services Unit (BSU)

We use animal studies alongside many other experimental approaches and they are crucial in building up a complete picture of cancer biology. Our research using animals has helped drive advances in cancer treatment that are benefiting people with cancer all over the world today.

# Senior Technician - *in vivo* biology

## Candidate Information

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Under UK law, animals can only be used for research if there is no appropriate alternative. All our research proposals are thoroughly assessed before approval to ensure that there is no alternative to the use of animals, and that the studies will provide valuable information that will ultimately help cancer patients.

The ICR is strongly committed to the highest standards of animal welfare in all research studies, and has led the development of best practice in this area. We also support the principles of the 3Rs – replacement, refinement and reduction of use of animals for research – and are working to develop alternative experimental techniques.

### About this Position

We are seeking a dedicated and highly skilled Laboratory Technician to join our Biological Services Unit (BSU) team within the Research Services at the ICR. The BSU works closely with the Centre for *In Vivo* Modelling at the ICR, who will provide further support for this post. This role is pivotal in supporting our users' cutting-edge research focused on *in vivo* models of human cancer.

The central aim of this multifaceted role is to undertake our *in vivo* technical work under the supervision of trained BSU Staff and the Staff Scientists at the Centre for *In Vivo* Modelling, playing a key role in supporting a variety of *in vivo* experiments and laboratory approaches. You will focus on the development of novel *in vivo* models, primarily patient derived xenografts (PDX). You will be a highly skilled technician with sound knowledge and experience in laboratory work as well as *in vivo* approaches. You will possess a Home Office Personal Licence and assist with multiple laboratory approaches and experiments on animals. Your responsibilities will include assisting with animal procedures, maintaining detailed records, ordering and performing routine laboratory tasks. This position offers an excellent opportunity for a highly skilled technician with a passion for laboratory research and *in vivo* techniques, occasionally requiring some out-of-hours work to ensure the wellbeing of our animals and compliance with animal work requirements and guidelines.

We highly value diversity and encourage candidates from all backgrounds to apply. The successful candidate will be a motivated individual with a strong background in laboratory work and *in vivo* techniques. This role is integral to our mission of advancing cancer research through the development of sophisticated *in vivo* models.

# Senior Technician - *in vivo* biology

## Candidate Information

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Our mission  
is to make the  
discoveries that  
defeat cancer.

### 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.

# Senior Technician - *in vivo* biology

## Candidate Information

### Job description

Department / division:	Biological Services Unit (BSU), Research Services
Pay grade / staff group:	SP5
Hours / duration:	Full time (35 hours per week), Monday to Friday, with some out of hours/rota requirement.
Reports to:	BSU NVS/Research Manager
Accountable to:	BSU NVS/Research Manager

### Main purpose of the job:

The primary aim of this role is to support the *in vivo* technical work essential to our cancer research initiatives at the Institute of Cancer Research. By assisting with performing *in vivo* procedures, you will contribute directly to the generation of new and improved models for studying cancer. Your role will involve hands-on work with mice, requiring a high level of expertise in handling and surgical techniques. Maintaining accurate records and ensuring the proper functioning of laboratory equipment are critical to the success of our experiments. Additionally, attention to detail will be crucial for monitoring the health status of our animal colonies. This position is essential to our research efforts at the Institute of Cancer Research, by providing the technical support needed to advance cancer research and develop new therapeutic strategies. Your contributions will help drive scientific discoveries that have the potential to significantly impact cancer treatment and patient outcomes. The role will include some out-of-hours working.

### Key duties and responsibilities

Establish, expand, and maintain patient derived xenografts (PDX) models in immunocompromised mice.
Non-invasive tumour monitoring and detection
Preparation and maintenance of experimental protocols, monitoring sheets, and databases
Perform <i>in vivo</i> procedures including: <ul style="list-style-type: none"><li>• Tumour implantation (subcutaneous, orthotopic, intraosseous)</li><li>• Stereotaxic surgery for intracranial tumour implantation or CNS-targeted delivery</li><li>• Imaging modalities such as ultrasound for guided injections</li><li>• Dosing (oral, IV, IP, SC)</li><li>• Blood and tissue collection</li><li>• Necropsy and tissue processing</li></ul>

# Senior Technician - *in vivo* biology

Perform routine lab tasks including cleaning and sterilization of tools, chemical and biological waste disposal, and shipping and receiving of reagents and specimens

Assist in building and maintaining laboratory and scientific equipment, troubleshooting problems with equipment

Assist Senior Staff and Staff Scientists and other members of the staff with various laboratory approaches and experiments on animals

Monitor animal health and tumour growth, maintaining accurate records and ensuring compliance with ethical and regulatory standards.

Analyse and interpret experimental data, contributing to study reports and publications

Collaborate with cross-functional teams within the Institute of Cancer Research and external partners

Maintain high standards of animal welfare and ensure adherence to Home Office regulations and institutional SOPs

Assist in the development and optimisation of novel *in vivo* models and techniques

Work in a flexible and organised manner to meet objectives/deadlines

Work and communicate effectively with other members of the BSU and Centre for *In Vivo* Modelling

Take a keen interest in the general literature including scientific papers relevant to the work of the ICR

Comply with the ICR's guidelines, including safe working practices

Ensure that work conforms to the requirements of COSHH, Local Rules for Health and Safety, Home Office regulations and other Codes of Practice as required by the ICR Safety Policy

## 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.

# Senior Technician - *in vivo* biology

## Person specification

### Education and Knowledge

BSc degree in life sciences / IAT level 3	Essential
Thorough understanding and experience of animal husbandry, 3Rs and best animal practice in a research setting	Essential
Have experience and knowledge of working with animals ideally in the cancer research sector	Essential
Possession of the Home Office-approved PIL A,B,C certificate or equivalent	Essential
Strong understanding of tumour biology and preclinical model systems.	Desirable

### Skills

Skilled <i>in vivo</i> techniques including dissection and surgery	Essential
Skilled in a range of dosing and sampling techniques.	Essential
Good communication, interpersonal and organisational skills	Essential
Ability to work independently and as part of a team in a fast-paced research environment	Essential
Proven ability to organise and prioritise workload whilst multi-tasking under considerable pressure	Essential
Computer proficiency	Essential
High degree of technical experience and willingness to continue own professional development through training	Essential

### Experience

Proven experience in <i>in vivo</i> oncology, particularly with PDX models.	Essential
Proven experience in stereotaxic surgical procedures.	Desirable
Demonstrable experience of data handling and database maintenance	Desirable
Experience in dissection and sample preparation/collection	Desirable
Experience in animal models of cancer	Desirable
Demonstrable experience of mouse husbandry	Essential
Imaging techniques (ultrasound, IVIS, MRI)	Desirable

# Senior Technician - *in vivo* biology

## General

Highly self-motivated and enthusiastic, with a keen desire to produce high quality work and achieve goals.	Essential
Willingness to learn new techniques/approaches.	Essential
Ability to work independently with minimal supervision and as part of a team.	Desirable
Willingness to work out of hours as required.	Essential
High degree of integrity and understanding of the need for confidentiality with respect to commercially sensitive studies.	Essential

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# Senior Technician - *in vivo* biology

## Benefits

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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 Dr Bishani Wickrama for further information by emailing [Bishani.wickrama@icr.ac.uk](mailto:Bishani.wickrama@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.