



Higher Scientific Officer

Candidate Information

May 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 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.

The Translational and Experimental Medicine Group

Clinical Studies Division

Dr Alec Paschalis is a Clinician Scientist and Leader of the Translational and Experimental Medicine Group. His research team is focused on identifying therapeutic vulnerabilities in advanced cancers, to drive the development of novel biology driven 'Proof of Concept' and 'Proof of Mechanism' clinical studies and improve the clinical outcomes for patients with cancer. This new team will consist of basic and clinical scientists and will be embedded in a vibrant world-class research environment.

The Translational and Experimental Medicine Group now has an exciting opportunity for a Higher Scientific Officer. The main objective of this post will be to provide technical support to the Translational and Experimental Medicine Group in identifying novel therapeutic targets and evaluating therapeutic agents in preclinical development using *in vitro* cell-culture and near-patient models. The ideal post holder will be enthusiastic, open minded, dedicated, focused, a good team player, motivated to improve patient care and excited to work with national and international collaborators. Applicants should have three (or more) years training in molecular/cellular biology. This is a fixed term contract for up to 12 months in the first instance with the opportunities for extension.

Higher 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.

Higher Scientific Officer

Candidate Information

Job description

Department / division:	Division of Clinical Studies, Translational and Experimental Medicine Group
Pay grade / staff group:	Higher Scientific Officer (Commencement on the salary range is subject to comparable skills and experience. Future progression is based on annual performance review)
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract for 12 months
Reports to:	Dr Alec Paschalis
Main purpose of the job:	The main objective of this post is to provide technical support to the Translational and Experimental Medicine Group in identifying novel therapeutic targets and evaluating therapeutic agents in preclinical development using <i>in vitro</i> cell-culture and near-patient models. The ideal post holder will be enthusiastic, open minded, dedicated, focused, a good team player, motivated to improve patient care and excited to work with national and international collaborators. Applicants should have three (or more) years training in molecular/cellular biology. This is a fixed term contract for up to 12 months in the first instance with the opportunities for extension.

Duties and responsibilities:

General Responsibilities

- To oversee the day-to-day management of the Translational and Experimental Medicine Group including budget oversight.
- To provide technical support to members of the Translational and Experimental Medicine Group on a variety of ongoing research projects.
- To train other members of the Translational and Experimental Medicine Group in the use of molecular biology techniques.
- To accurately record and report results of the data generated to the team leader in a timely manner.
- To generate data to support manuscript preparation and submission of grants to obtain external funding.
- To assist with the generation of data for presentation at meetings, grant review committees etc.

Higher Scientific Officer

Candidate Information

- To help organise lab meetings, journal club and other events in the Translational and Experimental Medicine Group.
- To take an interest in the relevant literature and participate in journal clubs and lab meetings.

Laboratory Duties

- To be responsible for creating and maintaining cell lines and patient-derived models for functional studies carried out by all members of the Translational and Experimental Medicine Group.
- To support other members of the Translational and Experimental Medicine Group in performing and analysing both cancer cell line and patient-derived models in functional assays (RT-PCR, western blot, siRNA, shRNA, CRISPR, and other assays as required) to support the progress of their ongoing work.
- To accurately record and report results of the data generated to the team leader in a timely manner.
- To assist in the cleaning and maintenance of the laboratory and tissue culture facilities, including keeping track of, and requisitioning, laboratory consumables.
- To ensure that their knowledge of all instrumentation and equipment is up to date, and that the post holder is capable of operating such equipment and all additional new equipment acquired after training.
- To write and review Standard Operating Procedures (SOPs) to ensure that work is carried out in line with these.
- To ensure that work conforms to the local requirements for COSHH, and other Codes of Practice as required by The Institute Safety Policy.

General

To work in an organized manner.

To meet objectives within predetermined timescales.

To communicate effectively with other members of the Translational and Experimental Medicine Group, the Drug Development Unit (DDU), The Institute, and where necessary outside organizations.

To take an interest in the relevant literature and assess and implement developments in molecular biology procedures as appropriate.

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.

Higher Scientific Officer

Candidate Information

Person specification

Education and Knowledge

BSc in biological science (first honours)	Essential
Experience in molecular biology cancer research	Essential
PhD in biological science	Desirable

Skills

Practical skills for cell culture	Essential
Practical skills for molecular biology techniques	Essential
Problem-solving skills with the ability to troubleshoot in specialist area	Essential
Ability to organise and prioritise work to meet deadline	Essential
Ability to work independently and as part of a team	Essential
Enthusiasm to work in an interdisciplinary environment towards the goal of developing improved cancer therapies	Essential
Ability to learn new information, procedures and processes in a limited time period	Essential

Experience

Experience in a molecular biology laboratory	Essential
Experience in cell culture	Essential
Experience with a range of molecular biology techniques including western blot, DNA/RNA/protein isolation, running DNA/RNA/protein gels, RT-PCR, plasmid/siRNA transfection and genome editing	Essential
Experience of working in cancer research	Essential
Experience analysing large clinical data sets	Desirable

General

Ability to take specific and delegated responsibilities	Essential
Self-motivation and enthusiasm, ability to make decisions and to take initiative	Essential
Ability to contribute to team/project aims	Essential
Excellent interpersonal skills	Essential
Excellent organisational skills and time management skills, able to meet competing deadlines and work under pressure	Essential

Higher 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 Dr Alec Paschalis for further information by emailing alec.paschalis@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.