



---

# Postdoctoral Research Fellow: Cancer Biomarker Team Candidate Information

March 2023

---

## 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 research elucidating prostate cancer biology and is evaluating the role of microbiota in these diseases. He is a leader in biomarker-driven clinical and translational research focused on accelerating the development of novel cancer therapies and improving understanding of cancer biology, drug sensitivity and resistance. His team have on the development of several transformational therapies for prostate cancer including abiraterone, cabazitaxel, enzalutamide and olaparib as well more recently lutetium-PSMA. His team consists of basic, translational and clinical scientists, and is embedded in a vibrant world-class research environment.

---

Our mission  
is to make the  
discoveries that  
defeat cancer.

---

# Postdoctoral Research Fellow: Cancer Biomaker Team

## 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

## Job description

---

**Department / division:** Division of Clinical Studies, Cancer Biomarker Team

---

**Pay grade / staff group:** Postdoctoral Research Fellow

---

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

---

**Reports to:** **Professor Johann de Bono**

---

**Main purpose of the job:**

The post will primarily focus on the impact of dysbiosis and microbiota on prostate cancer biology and will also involve translational research work related to a clinical trial. It is envisioned that this work will: 1) Elucidate dysbiosis associated with prostate cancer; 2) Identify how sculpting the microbiome impacts prostate cancer. This work will involve preclinical in vitro and in vivo work and tumour cell and plasma biomarker studies. Previous experience in cell and molecular biology is essential, and an interest and experience in microbiota and cancer research is desirable.

**Duties and responsibilities:**

### General Responsibilities

- To maintain instrumentation and equipment in good working order.
- To ensure laboratory housekeeping tasks are carried out routinely.
- To write and review Standard Operating Procedures and ensure work carried out is 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 becoming trained and proficient user of RIVO software
- Purchase items of equipment/consumables required to meet objectives within budgetary limits.
- To teach specialised techniques, such as immunohistochemistry, to PhD students and other staff as deemed necessary.

---

# Postdoctoral Research Fellow: Cancer Biomaker Team

## Candidate Information

### Laboratory Duties

- The post-holder will be mainly laboratory-based supporting research focused on prostate cancer and microbiota, working on both preclinical models and clinical samples.
- The post-holder will be involved in sequencing data analyses of microbiota, tumours and circulating biomarkers collected from men with prostate cancer.
- The post-holder will be able to use biology techniques such as cell culture of tumour and non-transformed cell lines, isolation and culture of primary cells, western blotting and immuno-precipitation, cloning, transfections including primary cells, cell proliferation and apoptosis assays, FACS analyses, si/shRNA, adenoviral and lentiviral production.
- The post-holder will be able to use techniques such as DNA/RNA isolation, blotting and quantitation, PCR, Q-PCR, DNA sequencing, to efficiently support anticancer drug discovery and development projects. Experience of developing sequencing assays for studies on nucleic acids obtained from poor quality tissue or plasma or rare circulating cancer cells will be a significant asset.
- The post-holder will be able to accurately record & report results of experiments in a timely manner.
- The post-holder will be able to order and maintain suitable levels of stocks for laboratory equipment.
- The post-holder will be able to work towards GCLP compliance in collaboration with established GCLP personnel.
- The post-holder will be able to teach specialised cell / tissue culture and molecular biology techniques to PhD students and other staff as necessary.
- The post-holder will be expected to be involved in and lead manuscript preparation and writing and submission of grants to obtain external funding.

---

# Postdoctoral Research Fellow: Cancer Biomaker Team

## Candidate Information

---

### General

<ul style="list-style-type: none"><li>• To work in a flexible, but organized manner.</li></ul>
<ul style="list-style-type: none"><li>• To meet objectives within predetermined timescales.</li></ul>
<ul style="list-style-type: none"><li>• 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 organizations.</li></ul>
<ul style="list-style-type: none"><li>• To take an interest in the relevant literature and assess and implement developments in molecular biology procedures as appropriate.</li></ul>
<ul style="list-style-type: none"><li>• 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</li></ul>
<ul style="list-style-type: none"><li>• Any other duties that are consistent with the nature and grade of the post that may be required.</li></ul>
<ul style="list-style-type: none"><li>• To work in accordance with the ICR's Values.</li></ul>
<ul style="list-style-type: none"><li>• To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.</li></ul>
<ul style="list-style-type: none"><li>• 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.</li></ul>

### Confidentiality

<ul style="list-style-type: none"><li>• All information concerning patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time, unless to do so is in the best interest of the individual. In this instance a Senior Team Member would appropriately advise the post holder.</li></ul>
<ul style="list-style-type: none"><li>• Computer data should only be accessed if this has been authorised and is necessary as part of your work.</li></ul>
<ul style="list-style-type: none"><li>• The post holder must abide by the requirements of the Data Protection Act at all times.</li></ul>

# Postdoctoral Research Fellow: Cancer Biomaker Team

## Candidate Information

### Person specification

#### Education and Qualifications

PhD or equivalent in a biological science, pharmacology or similar	Essential
Extensive experience in Cell Biology/Molecular Biology laboratory research	Essential
Additional qualification/training in cancer research	Essential
Interest and/or experience in microbiota studies	Desirable
Publications in peer-reviewed journals	Desirable

#### Experience and Knowledge

Experience in cell biology and molecular biology techniques including tissue culture, RNA interference, immunoblotting; immunoprecipitation; polymerase chain reaction (PCR); quantitative Real Time PCR (Q-PCR); DNA/RNA isolation from cancer cells, tumour biopsies and plasma; running DNA and RNA agarose gels; DNA/RNA isolation; DNA sequencing	Essential
Experience in developing assays for sequencing of nucleic acids obtained from poor quality tissue and plasma, especially samples affected by low frequencies of target aberrations	Desirable
Familiarity with contemporary approaches to target validation, drug discovery and novel molecular targets	Desirable

#### Skills

Practical skills in cell biology and molecular biology techniques	Essential
Demonstrable skills for proficient evaluation and documentation of research & clinical data	Essential
Ability to work independently and as part of a team	Essential
Ability to organise and prioritise work to meet deadline	Essential
Excellent problem solving skills with the ability to troubleshoot in specialist area	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

# Postdoctoral Research Fellow: Cancer Biomaker Team

## Candidate Information

### General

Excellent interpersonal skills to engender successful working relationships with colleagues	Essential
Excellent organisational skills and time management skills, able to meet competing deadlines and work under pressure	Essential
Effective oral and written communication skills, with the ability to communicate complex information to a range of audiences	Essential
An interest in prostate cancer research and drug development	Essential
The desire to develop their skills further, obtain competitive funding and pursue a post-doctoral fellowship	Essential

### 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 Professor de Bono for further information by emailing [johann.debono@icr.ac.uk](mailto:johann.debono@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.