



# Group Leader in Cancer Stem Cell Biology

## Candidate Information

December 2025

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Dear Applicant,

We are pleased to announce that the Institute of Cancer Research (ICR) in London is recruiting a Group Leader (at either Career Development Faculty or Career Faculty level) in Cancer Stem Cell Biology. The Group Leader will be appointed to the Division of Cancer Biology and will be provided with newly-refurbished laboratory and office space in the Brookes-Lawley Building at our Sutton campus. One of the key research strategies at the ICR is to understand and defeat cancer by viewing it as an ecosystem. There is increasing recognition that many cancers recapitulate normal mature or developmental tissue hierarchies, with varying frequencies of cancer cells which harbour stem-like traits of self-renewal, proliferation, and multi-lineage differentiation at the apex. These cancer stem cells (CSCs) may provide a treatment-resistant pool responsible for tumour relapse, disease progression, and metastasis.

The ICR aims to appoint a Group Leader to establish an independent research group that focuses on CSC biology which complements existing ICR / Royal Marsden NHS trust disease-specific expertise, and ideally takes advantage of appropriate related initiatives in drug development, cancer evolution and/or metastasis. Possible areas of research include (but are not restricted to) basic mechanisms of self-renewal and pluripotency, regulation of CSC fate / differentiation, understanding how CSCs remodel the tumour microenvironment into a supportive niche, targeting treatment resistance of CSCs, including directed differentiation approaches, and the role of CSCs in driving the metastatic cascade.

Applicants are expected to perform internationally leading and outstanding research in CSC biology, as demonstrated by excellent publications and a history of securing major funding (e.g. senior fellowships and/or programme grants) in this field. If the applicants are more junior, they will be expected to have a compelling research vision in a strategic area of CSC biology, with the potential to secure competitive external funding, as well as an excellent track record in both pre- and post-doctoral research.

You will be a Group Leader with the vision, enthusiasm, and expertise to develop a programme of research based around CSC biology. The successful candidate will run an independent research program but will also be expected to help support and raise the ICR's profile in this field. Experience with induced pluripotent stem cell (iPSC) technology and cell fate programming, such that the postholder could provide, for example, assistance across the ICR in the use of iPSCs and iPSC-derived cells to model human cancer, would be an advantage.

Professor Chris Jones  
Group Leader & Head of Division of Cancer Biology

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Job description

Department / division:	Division of Cancer Biology
Pay grade / staff group:	Group Leader
Hours / duration:	Full time (35 hours per week), Monday to Friday, with some out of hours requirement
Reports to:	Professor Chris Jones Head of Division of Cancer Biology
Location:	Sutton, London

### Duties and Responsibilities as a Group Leader

1	Lead a programme of research focusing on cancer stem cell biology, and be successful in securing external funding for the group.
2	Seek and develop collaborative research opportunities pertaining to cancer stem cell biology complementing existing disease-specific expertise across ICR and RMH
3	Establish and apply innovative techniques in cancer stem cell biology that could elevate research in this field across ICR
4	Supervise and ensure the career development of group members, including postdoctoral scientists, scientific officers and PhD students.
5	Produce outputs (publications, presentation, patents, etc) that are internationally recognised.
6	Interact and collaborate with commercial partners regarding any discoveries that may be potentially exploitable.
7	Contribute to the strategic development and practical implementation of the research goals the Division of Cancer Biology

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### Institutional Responsibilities

1	To manage budgets for the group.
2	To be responsible for ensuring compliance with ICR and national regulations on safety and ethics that are relevant to the research programme.
3	To be responsible to the Head of Division with respect to: (i) ICR corporate responsibility to the public, (ii) ICR safety policy, rules and regulations, (iii) Returns required by external organisations, (iv) Disciplinary matters.
4	To undertake such academic, administrative and managerial duties that could be reasonably expected of a Group Leader by the Head of Division and Chief Executive.
5	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 are treated with the utmost confidentiality and in line with the General Data Protection Regulations.

### Main Terms and Conditions

The post-holder will be employed by The Institute of Cancer Research. The post will be at Career Development Faculty for a junior group leader or for a more experienced candidate at the Career Faculty (i.e. Reader or Professor) level in the ICR.

### Appointment details

Appointments will be made at the appropriate academic level, subject to skills and experience. At the ICR, academics are appointed as either Career Faculty, which is non-time limited with competitive salary, or as Career Development Faculty, which is a six-year Fixed Term Contract on the Career Development Faculty scale in the first instance.

All posts are full-time based on 35 hours per week net, Monday to Friday.

The annual leave entitlement is 28 days p.a. rising to 29 days after 2 complete years of service, then to 30 days after 5 complete years of service. In addition, there is an entitlement to 8 public/bank holidays and 3 ICR-set Privilege days per annum.

### Salary

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## Candidate Information

Career Development Faculty salary is based on the Career Development Faculty Scale.

For Career Faculty, the post-holder's salary will be determined by the CEO of the ICR.

### Visiting the Division

Applicants are invited and encouraged to visit us informally by arrangement. The ICR are not empowered to pay travelling expenses or a subsistence allowance in connection with any such visits.

### Further information

For an informal discussion and/or to arrange an informal visit please contact Professor Chris Jones ([Chris.Jones@icr.ac.uk](mailto:Chris.Jones@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.

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### Person Specifications

#### Education and Knowledge

PhD in biomedical or life sciences	Essential
Expertise in cancer stem cell biology	Essential
Expertise in cancer biology	Essential

#### Skills

Ability to co-ordinate, plan, and execute scientific experiments and analysis to the highest methodological and ethical standards	Essential
Evidence of research leadership	Essential
Ability to rapidly assimilate relevant information, clearly communicate recommendations, and initiate appropriate actions	Essential
Ability to work within a multi-disciplinary team and with colleagues at different locations	Essential
Ability to communicate research findings and complex information effectively, especially to those from another discipline	Essential
Demonstrably good written and oral communication skills	Essential
Demonstrable ability to build and support a team	Essential
Demonstrate the ability to obtain and maintain peer reviewed research funding	Essential
Ability and desire to train junior researchers	Essential
Demonstrable ability to build and support a group, and to actively and successfully manage staff performance	Essential

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## Candidate Information

### Experience

Completed post-doctoral studies with significant contributions to the field	Essential
Extensive track record in cancer stem cell biology, as demonstrated by publications and/or patents	Essential
Experience in novel induced pluripotent stem cell technology and cell fate programming	Desirable
Budget management experience	Essential
Experience of directing students and/or junior staff	Essential
Experience of leading multidisciplinary projects	Desirable
Evidence of intellectual leadership	Essential
Experience of project management	Desirable

### General

Enthusiasm for work in an interdisciplinary team science environment towards the goal of developing a better understanding of the causes, mechanisms of development and treatment of cancers	Essential
Willingness to supervise postgraduate students for higher degrees	Essential
Highly motivated, with a strong desire for excellence	Essential
Enthusiasm for effective collaboration	Essential
Good interpersonal and communication skills	Essential
Ability to build, support, lead and manage a team	Essential

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### About our organisation

The Institute of Cancer Research, London, is one of the world's most influential cancer research institutions with an outstanding track record of achievement dating back more than 100 years. Our mission is to make the discoveries that defeat cancer.

As well as being one of the UK's leading higher education institutions in research quality and impact, the ICR is consistently ranked as one of the world's most successful for industry collaboration. As a member institution of the University of London, we also provide postgraduate higher education of international distinction.

We are also a charity and rely on the support of partner organisations, funders, donors and the public.

Read more to find out about our history, culture, and achievements, and how our funders, supporters and partnerships help drive forward our work.

### 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 two years' and five 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 the 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.

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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