



Staff Scientist, Biology, Centre for Protein Degradation Candidate Information

May, 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 are consistently in the top performing universities in the league table of university research quality compiled from the Research Excellence Framework (REF 2014 & 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 a Centre to accelerate research into drug discovery using targeted protein degradation. Based within the ICR Center for Cancer Drug Discovery, the Centre's scientists apply a wide range of protein degradation technologies to benefit fundamental discovery science and translational research across the ICR. This research provides a nucleus for other teams to collaborate with, bringing their specialist biological and clinical knowledge to enable the exploration of therapeutic protein degradation for cancer patient benefit.

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Centre for Cancer Drug Discovery at the ICR

Scientists in the Center for Cancer Drug Discovery implement innovative drug discovery technologies, discover novel mechanism-based drugs, 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 small molecule therapeutics.

About the Staff Scientist position

Working closely with the director of the Centre for protein degradation the postholder will lead the conception and delivery of biology components of Centre projects, including through their own research contributions. Projects will involve the coordination of research to evaluate new degradation approaches, establishing relevant assays for small molecule degraders, and applying chemical and biological targeted protein degradation technologies to new drug target validation. To support these aims, the postholder will supervise a small group of biology scientists dedicated to the Centre's projects. The postholder will play a key role in establishing and supporting collaborative protein degradation projects across ICR, including coordinating proteomics experiments in collaboration with the ICR Functional Proteomics Group. The postholder will work closely with the computational biology team in Center for Cancer Drug Discovery to analyse biological datasets from profiled compounds and targeted degradation experiments, to prioritize new drug discovery targets.

Our mission
is to make the
discoveries that
defeat cancer.

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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.

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Job description

Department / division:	Centre for Protein Degradation, Division of Cancer Therapeutics
Pay grade / staff group:	Staff Scientist / Academic
Hours / duration:	Full time (35 hours per week), Monday to Friday. Non-Time Limited contract.
Reports to:	Dr Olivia Rossanese, Head of the Division of Cancer Therapeutics, Director of the Centre for Cancer Drug Discovery, Team Leader, Target Evaluation and Molecular Therapeutics Team
Main purpose of the job:	To lead the biology aspects of collaborative multi-disciplinary research projects within the Centre for Protein Degradation

Duties and responsibilities:

Biology of targeted protein degradation

Lead on the conception of new projects and the delivery of biology research components of a portfolio of protein degradation projects. Contribute to managing the portfolio and reporting to stakeholders.
Supervise the laboratory work of 2 biological scientists, including mentoring to develop their scientific skills and personal competencies.
Conduct individual research as appropriate to contribute to the Centre's projects.
Collaborate effectively with colleagues within the Center of Protein Degradation and the Centre for Cancer Drug Discovery (chemistry, structural biology, data science, chemo-informatics) to discover novel degraders and to prioritize new drug discovery targets.
Interact closely with scientists in the ICR Functional Proteomics Unit to progress proteomics profiling of new cellular models and small molecule degraders.
Build relationships and collaborate with other teams and departments across the ICR, to develop and enhance the application of protein degradation approaches to cancer drug discovery and biology research.
Maintain an up-to-date knowledge of innovations in compound-induced protein degradation across industry and academia and propose new techniques for implementation.
Collaborate with external commercial and academic partners where appropriate, to define and execute biology research to advance protein degradation drug discovery projects.
Prepare high quality publications on research results. Prepare research data for patent applications. Present research results to varied audiences.
Opportunity to co-supervise and mentor PhD students consistent with ICR guidelines on PhD student supervision.

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Manage consumables budgets in conjunction with the Director of the center.

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.

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Person specification

Education and Knowledge

PhD either in cell biology, molecular biology, molecular pharmacology or a closely related field.	Essential
Wide-ranging knowledge and experience in cell biology research techniques	Essential
Deep knowledge of cancer biology	Essential
Knowledge of omics approaches particularly proteomics	Essential
Understanding of the drug discovery process	Essential
Experience in the field of targeted protein degradation	Desirable

Skills

Expertise in applying innovative cell biology/molecular biology strategies, with evidence of positive impact on interdisciplinary projects	Essential
Expertise in the design and execution of cell-based models and assays	Essential
Ability to supervise and mentor junior staff	Essential
Familiarity with project databases and biology ELN solutions	Desirable
Strong interpersonal skills with proven ability to collaborate with scientists from other disciplines and organisations	Essential
Demonstrates a proactive approach with excellent time management skills	Essential
Strong written and oral communication skills.	Essential
Demonstrates high motivation and a strong desire to achieve scientific excellence	Essential

Experience

Post-PhD experience in applying cell biology and/or molecular biology techniques to multidisciplinary projects	Essential
Proven track record of significant contributions to cancer cell biology, drug discovery, or protein degradation research	Essential
Evidence of effective contributions to collaborative science	Essential
Track record of publications and/or patents in relevant fields.	Essential
Experience of supervising or mentoring others.	Desirable
Experience managing budgets	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

You may contact Professor Swen Hoelder (interim Director of the Centre for protein degradation) for further information by emailing swen.hoelder@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.