



Higher Scientific Officer: Experimental & Translational Theranostic Candidate Information

September 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 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.

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We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

The Division of Radiotherapy and Imaging at ICR, Sutton, London, has access to cutting-edge facilities in cancer imaging and therapy, cell biology, and flow cytometry. We work closely with other divisions, providing exposure to collaborative research.

We develop next-generation 'radiotheranostics' – whole-body radionuclide-based imaging and therapeutic tools for cancer detection and treatment.

We also explore biological effects of radionuclide therapy to identify druggable targets and improve treatment outcomes.

Higher Scientific Officer

We are seeking a highly motivated individual to lead in vitro and in vivo research and support general biology team activities.

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.



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

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Job description

Department / division:	Radiotherapy and Imaging
Pay grade / staff group:	Higher Scientific Officer
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract for 2 years initially, with the possibility of renewal.
Reports to:	Dr Kathy Chan, Group Leader
Accountable to:	
Main purpose of the job:	To lead new initiatives and execute biological research projects within the group

Duties and responsibilities:

Foster a collaborative and inclusive lab environment by working closely and efficiently with team members and key external collaborators, offering valuable scientific contributions to research projects
Design and execute experiments to demonstrate <i>in vitro</i> activities and <i>in vivo</i> efficacy as well as to define mechanism of action
Execute existing projects and develop new research initiatives, and contribute towards grant application proposals under the general direction of the Group Leader
Ensure that experimental projects are performed to a high standard and in a timely manner, as agreed upon with the Group Leader
Participate in the supervising and training of other staff and student members associated with projects within the group
Share responsibility for the effective running and maintenance of research equipment in radiochemistry and biology labs, associated laboratory space and shared facilities
Maintain proper safety procedures and practices in respect of this work and comply with local safety rules
Strive for ongoing improvement, such as learning new technical skills and operating new equipment
Contribute to the preparation of scientific publications and local and international scientific meetings
Contribute to joint team discussions, seminars and journal clubs
Participate in, report on, and, when necessary, organise meetings for external collaborative projects

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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 in cancer biology, molecular biology, radiochemistry, medicinal chemistry or a related discipline	Essential
Knowledge and experience with <i>in vitro</i> assays and <i>in vivo</i> cancer models involving radiopharmaceuticals	Essential
Knowledge of immuno-oncology and targeted therapies	Desirable

Skills

Ability to co-ordinate, plan and execute research to a high standard	Essential
Capable of assimilating relevant information and initiating new research areas	Essential
Ability to work both independently and collaboratively within a team, ensuring efficiency and effectiveness	Essential
Strong initiative in meeting deadlines, preparing detailed reports, and managing data accurately	Essential
Strong organisational skills, with the ability to prioritise tasks and multitask under pressure to meet specific deadlines	Essential
Track record of completing projects and delivering reports	Essential
A team player with excellent interpersonal skills and a strong passion for the discovery of targeted therapies	Essential
Attention to detail, along with excellent organisational skills, verbal communication and writing skills	Essential

Experience

Expertise in cellular and molecular biology techniques, <i>in vitro</i> and <i>in vivo</i> models for target validation, efficacy and toxicology studies	Essential
Experience in <i>in vivo</i> model creation (orthotopic, GEM, PDX, etc). / UK Home Office licence or equivalent	Essential
Experience in <i>ex vivo</i> tissues collection, sectioning, DNA/RNA extraction, and proper handling of immune cells for accurate analysis and reproducible results	Essential
Experience in radiopharmaceutical development for preclinical validation, including the radiolabelling of various radionuclides with small molecules, peptides, siRNA, ASO, and antibodies	Desirable
Experience in data analysis	Desirable
Experience in leading drug discovery projects/program management	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. All staff receive an additional three days at Christmas.

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 Kathy Chan for further information by emailing kathy.chan@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.