ICR The Institute of Cancer Research

Scientific Officer

Translational Research Support in-vitro modelling team

Candidate Information

August 2025

The Institute of Cancer Research

Description of the role

This role is based in the Translational Research in-vitro modelling team the at the ICR in Chelsea, London. The team are based within the Breast Cancer Now Research Centre (BCNRC) in the Division of Breast Cancer Research.

The team is led by Dr Ian Evans (SSO) and provides expertise and supports experimental design for the BCNRC to enable patient-derived organoid (PDO) models to be utilized for translational studies, with the aim of identifying and characterising targets and associated biomarkers for breast cancer treatment.

We are seeking an individual to join the BCNRC Translational Research in-vitro modelling team team to utilise 3D organoid models. The successful candidate will work under the supervision of Antranik Mavousian (HSO) and Arussa Nawaz (HSO) to provide technical assistance with development, optimisation and processing of complex organoid experiments in collaboration with group members within the Centre. You will also help with the production and quality control of growth factor conditioned media to facilitate organoid culture experiments at scale and support the scientific activities of the organoid facility. You will be expected to contribute to the daily running of the facility assisting with record keeping, purchasing and other routine duties. You will also be required to support the work of the other facility staff on occasion. Full training will be provided.

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The post will be based in the ICR, Chelsea. On occasion, appointed candidate will also interact with Professor Tutt's laboratory at King's College London (KCL).

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

About the Team

The Breast Cancer Now Toby Robins Research Centre at the ICR, in the Division of Breast Cancer Research, is the first centre in the UK entirely devoted to breast cancer research. Our goal is to advance research in the causes, diagnosis and treatment of breast cancer. The Centre is located in state-of-the-art laboratory space, is supported by excellent core facilities and is funded through a long term renewable programme grant from Breast Cancer Now.

The Director of the Centre is Clinician Scientist Professor Andrew Tutt. Professor Chris Lord is Deputy Director of the Centre. Our work is fully integrated in a programme that Professor Tutt directs with our colleagues in the Breast Cancer Now Unit at King's College London (KCL Deputy Director, Professor Sheeba Irshad). We work closely with partners across theICR and with colleagues in the Royal Marsden Hospital and Guy's Hospital. In 2022 our Breast Cancer Research Centre was awarded the AACR Team Science award with our breast cancer clinical research partners in the ICR's CTSU clinical trial unit and Royal Marsden Hospital.

Applicants should have a BSc in biological sciences and previous cell culture experience preferably including methods of 3D cell culture. Other areas of interest include general molecular biology, biochemistry, and immunohistochemical techniques. Knowledge of breast cancer cell line

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models is advantageous. An interest in the use of *in vivo* models would also be advantageous. The post-holder will demonstrate good interpersonal skills and collaborative working practices. Excellent organizational and communication skills are essential.

This position is offered on a fixed term 3 year contract. Starting salary is circa £33,100 per annum inclusive.

In addition to annual performance related pay awards, the salary scales are reviewed annually to consider cost of living. Annual leave entitlement is 28 days per annum. There is an additional entitlement to 8 bank/public holidays and 3 ICR-set privilege days.

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."*
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> **Professor Kristian Helin**
> **Chief Executive**

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Job description

Department / division:	Translational Research in-vitro modelling team / Breast Cancer Research
Pay grade / staff group:	Scientific Officer
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract for 3 years
Reports to:	Antranik Mavousian, HSO
Responsible to:	Ian Evans, SSO
Main purpose of the job:	A Scientific Officer (SO) position to provide technical expertise within the 3D cell culture facility as part of the Translational Research in-vitro modelling team within the BCN Reseach Centre

Duties and responsibilities:

Specific duties

Maintain and utilise patient derived organoid models
Establish primary organoid cell cultures from patient and xenograft material.
Perform molecular and cell biology techniques including high-throughput drug screening approaches, high-throught image analysis, PCR, and histological analysis.
Undertake experiments appropriate to the Organoid team
Assist other team members to maintain the laboratories occupied by the Organoid team. Ensure that the Laboratory is always a clean, efficient and safe environment.
Accurate recording, analysis and interpretation of data, in collaboration with members of the PDM team.
To work under the supervision of the line manager and to consult where appropriate.
To take an interest in the relevant scientific literature.
To produce work suitable for high-quality, high-impact publications.
Familiarise him/herself with ICR's approach towards risk management including its policies and procedures, which require all staff to play an active part in identifying and managing risk.
On regular occasion, coordinate with KCL team members for sample collection and as part of this cross-site collaborative project.
Assist with the large scale production and quality control of growth factor conditioned media

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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

A BSc in Biological/Biochemical sciences (or equivalent qualification)	Essential
Knowledge of Cell Biology	Essential
Knowledge of Molecular Biology	Desirable
Knowledge Cancer Biology	Desirable

Skills

Ability to interact effectively with other team members and work as a part of a dynamic team to drive projects forward	Essential
Excellent organisation skills	Essential
Communication skills, written and oral	Essential
Strong analytical skills and attention to detail	Essential
Ability to work to deadlines and prioritise effectively	Essential
Good record keeping	Essential

Experience

Experience in tissue culture	Essential
Experience using cell culture models and techniques, including use of multi-well formats	Desirable
Experimental cancer research biology	Desirable
Experience in primary cell culture techniques	Desirable
Experience in biochemical analysis techniques	Desirable
Experience in tissue analysis techniques e.g.immunohistochemistry	Desirable
Experience in molecular biology techniques e.g. RT-PCR, ddPCR, STR typing	Desirable
Experience with high-content imaging	Desirable
Experience in genetic manipulation e.g. CRISPR/Cas9, viral transduction, electroporation	Desirable

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General

Interest in cancer biology	Essential
Demonstrate an interest in relevant scientific literature	Essential
Computer literate	Essential
Ability to follow instructions, protocol and guidance	Essential
Highly commited with a keen desire to produce high quality scientific data	Essential
Willingness to learn new techniques/approaches	Essential

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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 Dr IanEvans for further information by emailing ian.evans@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.