
Junior Animal Technician Candidate Information

August 2026

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

Research Services at the ICR

We develop and manage the effective implementation of the ICR's strategic research initiatives, creating partnerships and bridges between research groups and the Professional Services teams at the ICR. We support the development of the research strategy, work on various strategic projects, major equipment purchases and core research infrastructure. We provide the secretariat for joint research committees and oversee the ICR's core research facilities and services.

Biological Services Unit (BSU)

We use animal studies alongside many other experimental approaches and they are crucial in building up a complete picture of cancer biology. Our research using animals has helped drive advances in cancer treatment that are benefiting people with cancer all over the world today. Under UK law, animals can only be used for research if there is no appropriate alternative. All our research proposals are thoroughly

Junior Animal Technician

Candidate Information

assessed before approval to ensure that there is no alternative to the use of animals, and that the studies will provide valuable information that will ultimately help cancer patients.

The ICR is strongly committed to the highest standards of animal welfare in all research studies, and has led the development of best practice in this area. We also support the principles of the 3Rs – replacement, refinement and reduction of use of animals for research – and are working to develop alternative experimental techniques.

About this Position

We are seeking a dedicated Junior Animal Technician to join the BSU within Research Services at The ICR. The BSU works closely with the Centre for *In Vivo* Modelling (CIVM), as well as with all divisions, centres, and research groups across the ICR, to support world-leading cancer research through the development and application of innovative *in vivo* models.

As a Junior Animal Technician, you will play an important role in the delivery of high-quality animal care, welfare, and technical services, ensuring the highest standards of husbandry, regulatory compliance, and scientific support. You will contribute to the maintenance of transgenic and experimental mouse colonies, the performance of regulated procedures under the authority of Home Office licences, and the provision of technical support to researchers undertaking cutting-edge cancer research.

The successful candidate will possess experience working within a laboratory animal facility or *in vivo* research laboratory, together with a good understanding of laboratory animal husbandry, breeding colony management, animal welfare, and *in vivo* techniques. You will hold (or be eligible and willing to hold) a Home Office Personal Licence and demonstrate competence in or willingness to learn a range of regulated procedures and animal care practices.

This is an excellent opportunity for a junior motivated animal technician seeking to further their career in a collaborative and research-focused environment. The role requires a proactive and professional approach, strong organisational and communication skills, and a commitment to promoting the highest standards of animal welfare and a positive Culture of Care. Participation in an out-of-hours, weekend, and public holiday rota will be required to ensure the continuous care and welfare of animals within the facility.

At the ICR, we are committed to creating an inclusive and supportive working environment and welcome applications from candidates of all backgrounds. The successful candidate will make a significant contribution to our mission of defeating cancer through pioneering research and the development of sophisticated *in vivo* models that improve our understanding of the disease and accelerate the development of new treatments.

Our mission
is to make the
discoveries that
defeat cancer.

Junior Animal Technician

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

Junior Animal Technician

Candidate Information

Department / division:	Biological Services Unit (BSU) / Research Services
Pay grade / staff group:	Scientific Professional 7 – BSU2
Hours / duration:	Full time (35 hours per week), Monday to Friday, with weekend and bank holiday cover via rota.
Reports to:	Senior Animal Technician
Accountable to:	Manager of Biological Services Unit (BSU)
Main purpose of the job:	Working closely with cancer researchers and colleagues across the BSU, the postholder will provide high-quality animal husbandry and technical support within the BSU, ensuring the highest standards of animal welfare, care, and regulatory compliance. Working under the direction of the Senior Animal Technician and wider BSU management team, the postholder will support the breeding and maintenance of mouse colonies, undertake routine husbandry and welfare monitoring, assist with regulated procedures following appropriate training and competency assessment, and contribute to the efficient operation of the animal facility. The role requires a strong commitment to animal welfare, teamwork, attention to detail, and the promotion of a positive Culture of Care. Some out-of-hours working will be required.

Junior Animal Technician

Candidate Information

Job description

Animal Care and Husbandry

Provide daily husbandry and care for laboratory animals, maintaining high standards of welfare and compliance.

Animal Welfare Monitoring

Monitor animal health and welfare, reporting concerns promptly to Senior Animal Technicians, Licence Holders, NACWOs, or the Named Veterinary Surgeon as appropriate.

Technical Support

Support researchers and licence holders by assisting with animal procedures and colony management activities following training and competency assessment.

Colony Maintenance

Assist with the management, breeding, identification, and record keeping of breeding and experimental animal colonies.

Facility Operations

Maintain clean, safe, and compliant animal accommodation areas and equipment in accordance with BSU procedures and standards.

Regulatory Compliance

Work in accordance with the Animals (Scientific Procedures) Act 1986, Home Office Licence conditions, Institute policies, and Standard Operating Procedures.

Team Working

Work collaboratively with colleagues, researchers, and support staff to ensure effective delivery of BSU services.

Health, Safety and Risk Management

Promote a safe working environment by adhering to health and safety requirements, participating in risk management activities, and supporting continuous improvement initiatives within the BSU.

Supporting Cancer Researchers at the ICR

Develop positive working relationships with cancer researchers across the ICR and provide high-quality technical support for *in vivo* research. Work collaboratively with research staff to contribute to reliable, reproducible, and scientifically rigorous research.

Junior Animal Technician

Candidate Information

Main Duties

Maintain and care for mouse breeding colonies and experimental animals.
Ensure adequate provision of food, water, bedding, and environmental enrichment.
Perform routine husbandry duties including cage changing, cleaning, and animal observations.
Conduct daily health and welfare checks and report any concerns promptly.
Record animal census data and maintain accurate husbandry and breeding records.
Assist with animal identification, weaning, sexing, and breeding colony maintenance.
Assist with basic regulated procedures under the authority of appropriate Home Office Licences once trained and assessed as competent.
Support the collection of biological samples and other technical procedures as required.
Prepare equipment, consumables, and work areas for animal procedures and research activities.
Maintain animal rooms, procedural areas, and equipment to the required standards.
Follow departmental Standard Operating Procedures (SOPs) and safe systems of work.
Work closely with researchers to support the delivery of high-quality scientific research.
Participate in weekend, public holiday, and out-of-hours rotas as required.
Maintain personal training records and actively participate in Continuing Professional Development (CPD).
Contribute to the promotion of a positive Culture of Care and continuous improvement within the BSU.

Standards of Performance

Consistently maintain high standards of animal care and welfare.
Develop and maintain positive working relationships with BSU colleagues and cancer researchers across the ICR.
Demonstrate professionalism, reliability, and attention to detail.
Work effectively as part of a team while taking responsibility for assigned tasks.
Maintain accurate records and documentation.
Comply with all health and safety, biosecurity, and regulatory requirements.
Show a willingness to learn and develop technical competence.
Support a positive and collaborative working environment.

Junior Animal Technician

Candidate Information

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.
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Work in accordance with the Institute's Values and promote a strong Culture of Care.
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To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.
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Promote equality, diversity, inclusion, and respect in the workplace.

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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Junior Animal Technician

Candidate Information

Person specification

Education and Knowledge

Level 2 qualification in Animal Technology or equivalent relevant experience working with laboratory mice in a research laboratory or animal facility.	Essential
Associate Membership of the Institute of Animal Technology (IAT), or willingness to work towards membership	Desirable
Holder of a Home Office Personal Licence (PIL) or willingness to obtain one following appointment	Desirable
Knowledge of laboratory animal husbandry and welfare	Desirable
Understanding of the principles of the Animals (Scientific Procedures) Act 1986 or equivalent legislation, or willingness to develop this knowledge	Essential
Knowledge of mouse breeding colony management	Desirable
Awareness of the 3Rs (Replacement, Reduction and Refinement)	Essential
Understanding of health and safety requirements within an animal facility, or willingness to develop this knowledge upon appointment	Desirable
Knowledge of cancer research models and animal studies	Desirable

Skills

Commitment to high standards of animal welfare	Essential
Good communication and interpersonal skills	Essential
Strong organisational skills and attention to detail	Essential
Ability to work effectively as part of a team	Essential
Ability to follow instructions and established procedures	Essential
Basic computer literacy including Microsoft Office applications	Essential
Ability to maintain accurate records	Essential
Willingness to learn new skills and undertake training	Essential
Ability to work in a physically demanding environment	Essential

Junior Animal Technician

Candidate Information

Understanding of confidentiality requirements and ability to work with discretion and professionalism at all times	Essential
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Experience

Experience working with laboratory animals within a research or animal facility environment	Essential
Experience of animal husbandry and welfare monitoring	Desirable
Experience of mouse breeding colony management	Desirable
Experience supporting animal procedures or research activities	Desirable
Experience working within a regulated environment	Desirable
Experience using electronic colony management systems	Desirable

Junior Animal Technician

Candidate Information

Benefits

We offer an excellent 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

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.