



Scientific Officer Candidate Information

Date: 18th Feb 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. 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.

Scientific Officer

We are seeking a highly motivated individual to take a key role in conducting radiobiology studies and supporting 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

Scientific Officer

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Job description

Department / division:	Radiotherapy and Imaging
Pay grade / staff group:	Scientific Officer/Scientific professional roles
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract for 2 years
Reports to:	Dr Kathy Chan
Accountable to:	
Main purpose of the job:	To participate in the ongoing research projects of the group

Duties and responsibilities:

General Lab Duties

Undertake general lab administration and support (maintaining supplies, consumables and instruments) and organization
Maintain accurate records of laboratory activities, equipment maintenance, and inventory management
Troubleshoot and resolve technical issues related to lab instruments and procedures
Prepare and revise standard operating procedures (SOPs) and safety manuals
Ensure proper handling of radioactivity and disposal of waste in compliance with local and institutional health and safety standards
Maintain accurate records of laboratory activities, equipment maintenance, and inventory management.

Individual Responsibilities

Plan and conduct experiments
Analyse and interpret data
Foster a collaborative and inclusive lab environment
Ensure that experimental projects are performed to a high standard and in a timely manner, as agreed upon with senior colleagues
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.

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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

MRes/MSc in cancer biology, biochemistry, molecular imaging , or similar	Essential
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Experience with <i>in vitro</i> and evaluation and characterization of a variety of radionuclide-based imaging and therapeutic agents, drug candidates and novel biological targets and radioactivity handling	Essential
Experience with molecular biology, protein biochemistry and enzyme assays	Essential
Experience with cell culture with good aseptic technique	Essential
Strong organization skills to support general laboratory administration and ensure accurate, up-to-date records of experimental work	Essential
Strong communication skills, both written and verbal	Essential
Ability to work independently as well as collaboratively as part of a team	Essential
Ability to organize own work, multi-tasking and work under pressure to meet tight timelines	Essential
A proactive, self-motivated attitude with a strong willingness to expand technical and adapt to new protocols as they arise for different studies	Essential
Ability to work precisely with excellent attention to detail and produce reproducible results	Essential
Excellent in using appropriate computer software packages effectively to support analysis and interpretation of study data	Essential
Experience with microscopy, viability assays, IHC	Desirable
Experience with radiolabelling and purification of radiopharmaceuticals to support <i>in vitro</i> and <i>in vivo</i> studies.	Desirable
A desire to expand knowledge and experience with <i>in vivo</i> and <i>ex vivo</i> methodologies; a home office personal license (modules 1-4) is preferred	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 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.