



Animal Technician Candidate Information

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 top in the league table of university research quality compiled from the Research Excellence Framework (REF 2014).

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.

Cancer Biomarker Team, Clinical Studies Division

Professor Johann de Bono's team conducts biomarker-driven clinical and translational research to accelerate the development of novel cancer therapies and improve understanding of cancer biology, drug sensitivity and resistance. His team focuses on improving prostate cancer care that have led pivotal phase III trials of several prostate cancer drugs including abiraterone, cabazitaxel, enzalutamide and olaparib as well more recently ipatasertib and lutetium-PSMA. His team consists of basic and clinical scientists, which is embedded in a vibrant world-class research environment.

The Cancer Biomarker Team now has a vacancy for an Animal Technician or mid-level Scientific Officer to support the preclinical work using genetically modified mouse models and patient as well as cell line derived xenograft models. The applicant ideally holds a PIL and should have some experience with animal-based research, but training will be provided where necessary

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The main objective of this post is to provide technical support to the Cancer Biomarkers Team thereby helping to further characterize advanced prostate cancer and to validate novel therapeutic targets. This includes the day-to-day care and maintaining our high standards of animal welfare for our mouse colony as well as conducting treatment and measurements for our preclinical studies.

The ideal post holder has a qualification in Animal Technology or other suitable qualification and experience in preclinical research, ideally with prostate cancer. Experience in managing mouse knockout and transgenic breeding colonies would be highly advantageous along with the ability to conduct drug treatments (injections and oral gavage), as well as minor surgery such as such as castration, implantation of tumours into various sites, but support and training will be given where necessary. The successful candidate will be part of our research team. We are looking for an open minded, dedicated, focused, motivated to improve patient care and excited to work in vibrant research environment.

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: Division of Clinical Studies, Cancer Biomarker Team

Pay grade / staff group: Scientific Officer

Hours / duration: Full time (35 hours per week), overtime, and work on public holiday and weekend work is paid separately

Reports to: **Dr Antje Neeb**

Main purpose of the job: The main objective of this post is to provide technical support to the Cancer Biomarkers Team thereby helping to further characterize advanced prostate cancer and to validate novel therapeutic targets. This includes the day-to-day care and maintaining our high standards of animal welfare for our mouse colony as well as overseeing our preclinical studies.

Significant experience in managing mouse knockout and transgenic breeding colonies would be highly advantageous along with the ability to conduct minor surgery such as such as castration, implantation of tumours into various sites, but support and training will be given where necessary. The ideal post holder will be open minded, dedicated, focused, motivated to improve patient care and excited to work in various international collaborations.

Duties and responsibilities:

General Responsibilities

Main duties Include:

- Daily checking of cages and animals for signs of husbandry and welfare requirements i.e. births, ill health etc as well as scientific requirements i.e tumour formation. Reporting observations to the relevant people i.e PIL, NACWO etc.
- To maintain colonies of patient derived tumour lines *in-vivo*
- To run experimental studies at all stages i.e., enrolment, dosing, measurements, and sampling
- To carry out procedures under the authority of the relevant Home Office personal and project licences.
- To provide out of hours, weekend, and public holiday cover on a rota basis to comply with the home

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office regulation.

- To record levels of achievement and expertise in personal training records.
- To promote the Institute's approach towards risk management including its policies and procedures, which require all staff to play an active part in identifying and managing risk.
- To carry out any other tasks as required by Senior Management in line with competence and experience.
- To take an interest in the relevant literature and participate in journal clubs and lab meetings.

Laboratory Duties

- To ensure routine husbandry procedures are followed.
- To ensure adequate provision of food and water as described in Standard Operating Procedures (SOPs).
- To maintain all working areas to the acceptable standard.
- To purchase items of equipment/consumables when required to meet objectives within budgetary limits.
- Order and taking delivery of stock.

General

To work in a flexible, but organized manner.

To meet objectives within predetermined timescales.

To communicate effectively with other members of the Clinical Studies Unit, Cancer Biomarkers Team and The Institute, and where necessary outside organizations.

To take an interest in the relevant literature and assess and implement developments in molecular biology procedures as appropriate.

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 reflects 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

First Diploma in Animal Technology Level 3	Essential
Animal Care qualification HNC, HND, NC	Essential
Home Office Modules 1, 2, 3 & 4	Essential
Named Animal and Welfare Office (NACWO) training	Desirable

Skills

Skills for handling preclinical research models (mice)	Essential
Ability and relevant training to conduct IV, IP, PO, IV drug application	Essential
Ability and relevant training to conduct basic surgery in particular castration and implantation of tumour tissue (training will be provided)	Desirable
Excellent problem-solving skills with the ability to troubleshoot in specialist area	Essential
Experience in tumour measurements and basic tumour imaging techniques	Essential
Excellent problem-solving skills with the ability to troubleshoot in specialist area	Essential
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Ability to organise and prioritise work to meet deadline	Essential
Ability to work independently and as part of a team	Essential
Enthusiasm to work in an interdisciplinary environment towards the goal of developing improved cancer therapies	Essential
Ability to learn new information, procedures, and processes in a limited time period	Essential
Experience in planning and conducting preclinical Studies in Prostate Cancer Models	Desirable

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Experience

Experience in animal care	Essential
Experience in following SOP	Essential
Experience with breeding GA animals	Desirable
Experience of working in cancer research	Desirable
Experience of working with prostate cancer models	Desirable

General

Ability to take specific and delegated responsibilities	Essential
Ability to troubleshoot in specialist area	Essential
Self-motivation and enthusiasm, ability to make decisions and to take initiative	Essential
Ability to contribute to team/project aims	Essential
Excellent interpersonal skills	Essential
An interest in prostate cancer research	Essential
Excellent organisational skills and time management skills, able to meet competing deadlines and work under pressure	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 Antje Neeb for further information by emailing Antje.neeb@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.