

RADNET CITY OF LONDON JUNIOR GROUP LEADERS

RadNet City of London spans across 4 leading institutes, namely UCL, King's, Barts and the Crick, and unite multi-disciplinary expertise across London to cultivate a modernised radiation research landscape. Our research focus is predicated on the view that cancer cure by radiotherapy can be improved by an improved understand of the following themes:

Radiation Resistance Including cancer evolution and cancer stem cells

Radiation Combinations How the TME and immune system affect response to radiotherapy

Targeting and Technology Advanced radiotherapy techniques, including PBT, that converge on the tumour for children and young people's cancers

Outcomes and risk predictions Personalising radiotherapy using artificial intelligence, computational models and improved tumour imaging.

Clinical translation Establish a clinical trials platform, to ensure a strong forward and reverse translational element to the above themes

We are seeking top early career scientists with a major focus in radiation biology and radiation oncology who would be interested to join our team. We have several junior group leader positions available and wish to explore how their ambitions align with our strategy.

For informal enquiries, please contact simon.boulton@crick.ac.uk and m.hawkins@ucl.ac.uk.

To apply, please send your CV and 1pg cover letter outlining your research interests and send to the RadNet City of London Project Manager, Michelle on cruk-radnet-cityoflondon@ucl.ac.uk.

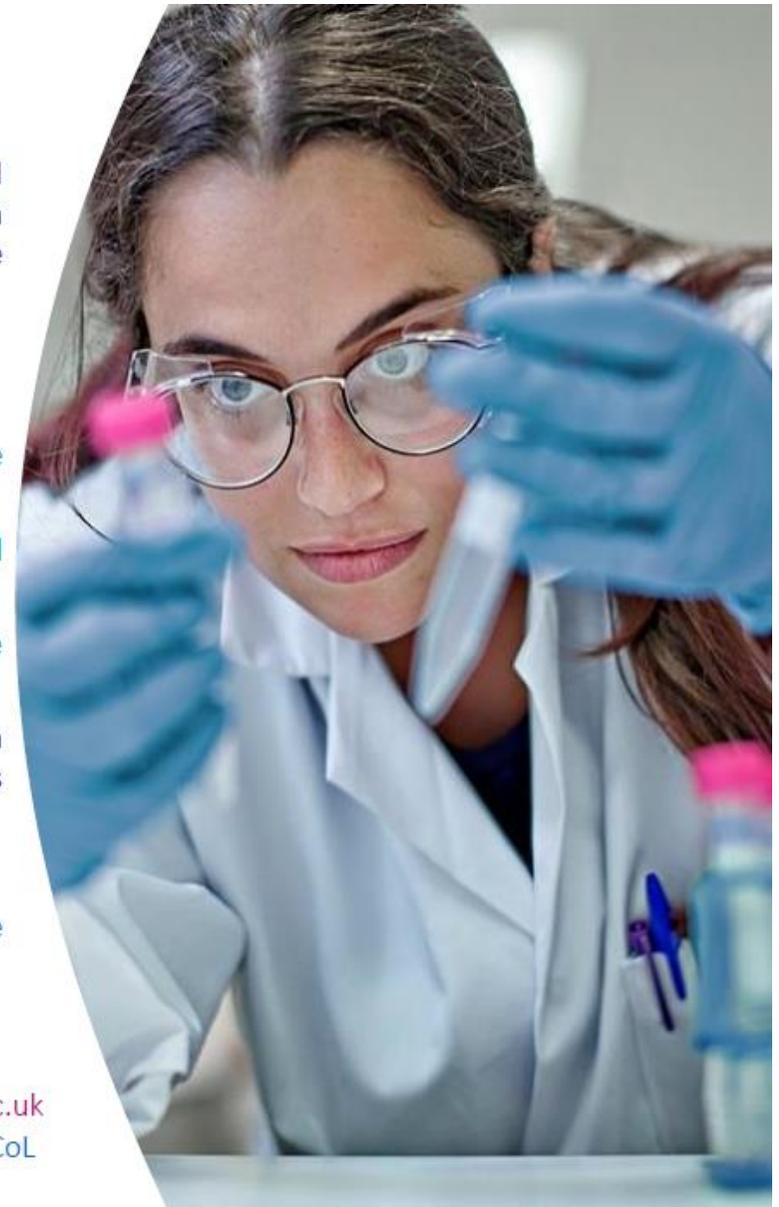


CANCER
RESEARCH
UK

RADNET
CITY OF LONDON

Together we will beat cancer

Website: <https://crukradnet.colcc.ac.uk>
Follow us on twitter @RadNetCRUKCoL





Queen Mary
University of London

Job pack



Message from the President and Principal

Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal

qmul.ac.uk



Our strategy 2030

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity. By 2030, we will be the most inclusive university of its kind, anywhere. We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are proud to be part of the University. Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

We are **inclusive**, supporting talented students and staff regardless of their background, and engaging with our local and global communities.

We are **proud** of the difference we can all make when we work collectively.

We are **ambitious**, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.

We are **collegial**, promoting a strong community through openness, listening, understanding, co-operation and co-creation.

We are **ethical**, acting with the highest standards, and with integrity, in all that we do.

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Staff benefits

- Annual leave – the full-time annual leave annual entitlement is 30 working days (not including bank holidays).
- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)
- [On-site day nursery](#)

Job description

Job details	
Job title	Junior Group Leader
Institute & Centre	Radiation Oncology/ Biology
Reports to	CRUK City of London Centre Director
Salary	£44,737-£52,764, inclusive of London allowance
Location	London
Work activity type	Research and Teaching

Job context

Cancer Research UK (CRUK) have awarded funding to the CRUK City of London Centre to create the CRUK RadNet City of London Radiation Research Unit (RRU). As part of a larger CRUK network called RadNet, the unit will feature an ambitious research programme aimed to accelerate the development of advanced radiotherapy techniques and unlock the full potential of this mainstay treatment through world-first exploratory radiation biology and radiation oncology research.

The CRUK City of London Centre is a world-class hub for cancer biotherapeutics. It brings together researchers from four central London centres: University College London, King's College London, Barts / Queen Mary University of London and the Francis Crick Institute, two Academic Health Science Partnerships (UCLP and KHP) and >£1bn of academic and clinical infrastructure for the advancement of radiotherapy. This unique interdisciplinary and collaborative network will generate novel innovative therapies, diagnostics and stratification strategies in addition to providing a clinical and translational pipeline for cancer discovery science.

The CRUK RadNet City of London RRU will include:

- The mechanisms of radiation resistance, including cancer evolution and cancer stem cells.
- How the tumour microenvironment and immune system affect the response to radiotherapy
- Advanced radiotherapy techniques, such as proton beam therapy and stereotactic radiotherapy, which uses multiple beams of radiation that converge on the tumour.
- Personalising radiotherapy using artificial intelligence and improved tumour imaging.
- Radiotherapy for children and young people's cancers

The London partners will also work closely with University College London Hospitals NHS Foundation Trust, Guy's and St Thomas' NHS Foundation Trust and Barts Health NHS Trust.

Job purpose

The RadNet CoL has a radiation biology/oncology junior group leadership role available for candidates with an outstanding track record relevant to the CRUK RadNet City of London strategy. This is an ideal opportunity for the successful candidate to lead and develop an ambitious radiotherapy research programme embedded within a truly world class environment of cancer research and clinical infrastructure.

There is potential for the position to be held at UCL, KCL or QMUL, as one of the CRUK City of London Centre partner universities.

Funding can be allocated to help build a team according to the experience of the candidate.

This job description reflects the present requirements of the post, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

Main duties and responsibilities

Research

- To undertake and develop an independent world-class research programme, including supervision of research staff and students, which contributes to the overall scientific mission of RadNet City of London
- To obtain substantial external funding in order to support the postholder's research programme, research staff and PhD students, and to help develop RadNet City of London
- Take responsibility for ensuring timely completion of milestone reports and adhere to grant review timelines and deadlines
- Sustain a high quality and high impact publication record
- Sustain a track record of significant influence in the discipline, whether in academia or in the appropriate private or public sectors
- Contribute to peer review bodies/committees, professional organisations, learned societies, research councils etc
- Develop and initiate research projects
- To contribute to the national development of radiation oncology and/or biology

Teaching

- Be responsible for practical work where applicable, and advise students on techniques
- Contribute to the development of CPD and Leadership training
- Contribute to the teaching of UCL students at various levels

Management Responsibilities

- Mentor and supervise the work of others within the research team and lead on the development of skills and competence
- Manage own research, teaching and administrative demands and those of more junior researchers
- Monitor and ensure effective management of assets and budgets allocated as part of the role
- To ensure appropriate representation and processes in place with respect to ensuring Health and Safety obligations
- Plan for the use of research resources, laboratories and workshops as appropriate

Internal and External Relationships

- To maintain existing and develop new collaborations in the UK and internationally for CRUK RadNet City of London
- Participate in and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future research activities
- To lead on knowledge exchange activities, both related to the candidate's own research programme and in relation to wider radiation oncology/biology research

The above list of responsibilities is not exhaustive and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.

This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.

Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

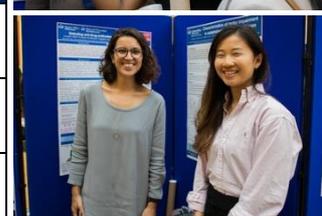
Person specification

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Qualifications	Essential	Desirable
PhD or evidence of an equivalent level of attainment in research publications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience/Knowledge		
Track record of publications in high quality peer-reviewed scientific and/or clinical journals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Active research profile at internationally recognised level with a track record of external research grant funding	<input checked="" type="checkbox"/>	<input type="checkbox"/>
High level of skill, experience and leadership in radiation oncology and/or radiation biology research	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience of teaching and mentoring in radiation oncology and/or biology	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of contributions to peer review bodies/committees, professional organisations, learned societies, government committees or Research Councils etc	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of academic leadership and a proven ability to lead, develop and motivate colleagues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Skills/Abilities		
Leadership and management – an inspirational leader with the ability to lead and motivate others	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ability to secure grants/contracts independently or as a leader in a major project	<input checked="" type="checkbox"/>	<input type="checkbox"/>



Ability to devise, advise on and manage research programmes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An established ability to communicate in writing and orally at the highest national and international levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience of developing research methodologies and devising models, approaches, critiques and methods	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to effectively supervise research projects of PhD students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Training in teaching methods and experience of teaching at undergraduate and postgraduate level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to effectively manage resources; organise and prioritise workload, to delegate responsibility as appropriate and to supervise staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Training in interview and selection skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Computer literate and excellent communication skills/verbal and written; good command of written and spoken English	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Personal Attributes		
Excellent interpersonal skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to work as part of a multidisciplinary team, and collaborate with clinical researchers and basic scientists	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The highest ethical and professional standards in research and education	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Highly self motivated and hard working	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Commitment to continuous professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>



The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment. Candidates shortlisted for interview will be asked to bring their passport or another acceptable [form of evidence](#) to verify their right to work.

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered highly skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Tier 2 (general visa). For further information on this, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>



Equal Opportunities

Queen Mary University of London is a Russell Group University with a difference. Our vision is to be recognised across the world as the most inclusive research-intensive University. We will strive to achieve that goal.

To all the communities at Queen Mary, inclusivity is key to who we are and to achieving all our ambitions.

We are a multi-faculty institution teaching undergraduates and postgraduates across all the major disciplines. We offer more than 280 undergraduate courses. We have world-leading research across disciplines and were ranked 5th in the UK in the last Research Excellence Framework (REF) for the quality of our research outputs, and continually challenge ourselves to ensure we have an environment where everyone feels included and can flourish.

We are very proud of our teaching and learning and were awarded a 'silver' in the Teaching Excellence Framework (TEF) (2016-17). We are also deeply embedded in the local community and were the first UK University to be awarded an Engage Watermark Gold award for public engagement by the National Coordinating Centre for Public Engagement.

Unlike many other Russell Group universities, we attract a very diverse student population. Of our 25,000+ students, over 30 per cent are from non-EU overseas countries, and 9 per cent are from the EU. Our international students are drawn from over 160 countries. 90 per cent of our home students are from state schools, 59 per cent are Black Asian Minority Ethnic (BAME), 42 per cent are the first in their families to go into higher education and over 30 per cent are from households where the household income, as assessed by Student Finance England, is less than £15,000.

We attract a lot of local students, owing to our strong relationships with schools in the surrounding boroughs, coupled with a strong reputation for inclusivity. 37 per cent of our students commute to our campuses daily. Our staff body is also diverse and is drawn from over 162 countries.

Inclusivity is one of our fundamental core values at Queen Mary: it is intrinsic to who we are. Our diversity of cultures and backgrounds is key to the vibrancy of our community and to the knowledge and ideas we are able to generate and pass on; without that diversity, we would not be who we are. We are extremely proud that we attract such a diverse staff and student body, and are fully committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

To be truly inclusive requires sustained, proactive, hard work, and we know there are areas where we have work to do. Our core objectives are focused on reducing the BAME attainment gap and increasing the proportion of female and BAME staff at the higher grades, both for academics and for Professional Services. We are looking to see how we can 'hard-wire' inclusivity throughout all our policies and practices: we do not see this work as belonging to one team or unit, but rather as being embedded in all that we do.

Being inclusive makes us better at everything we do, it improves our daily lives and the delivery and impact of our work.

EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI) and champions a number of EDI initiatives across the University. Queen Mary holds a Silver Institutional [Athena SWAN](#) award for advancing gender equality, and is also a [Stonewall Diversity Champion](#) and commits to advancing LGBTQ+ inclusion by submitting to the [Stonewall Workplace Equality Index](#). We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#). We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do. EDI is built into everything we do at Queen Mary, and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible working:

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need. Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies:

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.



Please use these links to find out more about:

CRUK RadNet City of London: <https://crukradnet.colcc.ac.uk/>

Barts Cancer Institute: <https://www.bartscancer.london/>

UCL Cancer Institute: <https://www.ucl.ac.uk/cancer/>

UCL Dept. Medical Physics and Biomedical Engineering: <https://www.ucl.ac.uk/medical-physics-biomedical-engineering/>

The Francis Crick Institute: <https://www.crick.ac.uk/>

King's Comprehensive Cancer Centre: <https://www.kcl.ac.uk/lsm/research/divisions/cancer>

General Information

Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The Queen Mary salary structure includes automatic pay progression within the published grades, subject to service, funding and performance. In addition to this, there are performance related annual pay review schemes in place.