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BEATSON
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Cancer Research UK

Beatson Institute

Chair of Immuno-oncology

Recruitment Pack





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Advert

Chair of Immuno-oncology

Competitive Salary and Benefits

Generous core support and an outstanding environment

The CRUK Beatson Institute is a cancer research institute, situated in Glasgow with approximately 250 researchers split across 30 research groups consisting of PIs, postdoctoral scientists, PhD students and scientific officers. It is one of Europe's leading cancer research centres, supporting cutting-edge work in the molecular mechanisms of cancer development. As well as core support from Cancer Research UK, the Institute also receives an additional third of its total income from external grants and industry collaborations. It has an excellent reputation for fundamental cancer research, including world-class metabolism studies and renowned *in vivo* modelling of tumour growth and metastasis. Its research ethos is about excellence, honesty, openness, accountability and integrity.

We are currently seeking a Chair of Immuno-oncology to lead both an innovative research programme in cancer immunology and strategic efforts in this area, ensuring that these are aligned with the overall goals of the Institute and our major funder, CRUK. You may be either seeking to develop your scientific ambitions in Immuno-oncology at a senior level, recently appointed to a senior position or an established leader in the field.

You will have a PhD in a relevant discipline and an internationally recognised record of achievement in Immuno-oncology, gained in either an academic or clinical setting. A track record of delivering quality pre-clinical candidate therapeutics in the area of Immuno-oncology is also preferable to provide the strength and depth we are looking for and to realise our ambitions of improving outcomes for cancer patients. Renowned for our *in vivo* models, we also have excellent advanced technologies with state-of-the-art imaging capabilities, spatial mapping expertise and advanced proteomics/metabolomics facilities. We are keen for the successful candidate to incorporate some of these elements into their own research programme. You should have demonstrable leadership qualities gained in an academic or clinical environment, and while immersed in the basic biology underlying cancer and immunology, you should have a thorough understanding of how targeting these processes might be strategized and assessed pre-clinically and clinically.

In return we offer generous core support, an outstanding working environment recognised for its highly collaborative and interactive culture, and the opportunity to live and work in Glasgow and the West of Scotland where you can experience the best of cosmopolitan living and the great outdoors.

Further information on our research activities, infrastructure and facilities is available on our website www.beatson.gla.ac.uk. For further information about this position please contact Prof. Owen Sansom on o.sansom@beatson.gla.ac.uk

All applications must be made via our website at <http://www.beatson.gla.ac.uk/careers/Group-Leaders/>

Closing date: **15th January 2022**. We encourage you to apply early as we will examine applications throughout and may extend early invitations for interviews.



Job Description

JOB DETAILS

Job Title: Chair of Immuno-oncology

Grade: Senior Group Leader

ORGANISATIONAL ARRANGEMENTS

Line Manager: Director of the CRUK Beatson Institute

Responsible for: Developing and leading an innovative Immuno-oncology research programme that utilises the existing strengths and expertise of the Beatson, including its portfolio of genetically engineered mouse models; Collaborating closely with clinical and industry colleagues to translate Immuno-oncology findings from the preclinical to the clinical setting; Actively contributing to the development of our Junior Group Leaders working in the Immuno-oncology field

JOB PURPOSE

- To build and maintain an internationally competitive and impactful research programme in Immuno-oncology
- To coordinate the wider Immuno-oncology research theme at the CRUK Beatson Institute
- To build effective local and international collaborative partnerships with colleagues from a wide range of scientific, technological and clinical disciplines
- To mentor and coach our scientific talent in the Immuno-oncology field

Principal responsibilities include:

Strategic Planning

To review the current Immuno-oncology research portfolio and to work in conjunction with the Beatson Institute Director and Senior Management Team to determine the Institute's strategy in this area

To work with the Beatson Institute Director and leaders within Glasgow Cancer to develop, design, deliver and implement integrated strategic planning in the field of Immuno-oncology

Scientific Leadership

To provide overall scientific leadership in Immuno-oncology by establishing your own integrated, collaborative and dynamic research programme whilst enabling the research of others to flourish, including developing projects in specific disease areas: colorectal, hepatobiliary, pancreas and/or mesothelioma

To manage, mentor and coach scientific researchers with programmes, projects or interests in Immuno-oncology

Management

To work with the Beatson Institute Director and University of Glasgow to ensure that the management of the Institute's Immuno-oncology strategy maximises on the clinical and research goals of inter-disciplinary programmes

To manage own team of scientific researchers in pursuit of their research and career goals

Networks and Collaboration

To develop links and collaborations with other major cancer centres in the Immuno-oncology space

To build and foster a network of national and international collaborators and contacts, across CRUK, academia and industry to promote CRUK Beatson Institute and Glasgow Cancer

To further enhance the reputation of the CRUK Beatson Institute in the field of Immuno-oncology through attending conferences, participating in external funding reviews and peer review of grants/publications

To attract and host seminar speakers

To engage with CRUK's supporters, patient advocates and the public through outreach events such as the Institute's open evenings

Funding

Actively seek external funding from academic grant funding agencies and industrial partners to supplement the core grant allocation

To encourage and support group members to apply for their own fellowships and grants as appropriate, and identify potential external candidates for postdoctoral and clinical fellowships

Other

To comply with the Institute's Equality, Diversity and Inclusion policies and procedures, and work in support of the Institute's EDI vision and action plan

To uphold and enforce business and safety rules and safe working culture

PERSON SPECIFICATION

Essential

- PhD or equivalent in a relevant discipline

- International reputation in field of Immuno-oncology
- Capability to create a strategic vision, and develop organisational and operational strategy
- Experience of forming scientific collaborations in field of Immuno-oncology
- Experience managing own team of scientific researchers
- Strong networker and relationship builder
- Evidence of ability to secure external funding and post-award delivery
- Excellent analytical, written and oral communication skills
- Good interpersonal, motivational, networking and negotiation/influencing skills
- Demonstrable experience of successfully delivering positive project outcomes in the Immuno-oncology space
- Proven track record in communications and publications of science in major periodicals/journals and/or more specialised Immuno-oncology publications

Desirable

- Scientific understanding of specific disease areas: colorectal, hepatobiliary, pancreas and/or mesothelioma



Remuneration and Benefits Package

Salary

Competitive salary commensurate with international reputation and experience. This will be determined via internal and external benchmarking across academia and other research institutes. Salary is reviewed once per year on/around 1st June.

Pension

USS pension scheme Income Builder and Investment Builder – the Income Builder is a career average scheme with 9.8% employee contributions and 21.4% employer contributions. This is a salary sacrifice scheme. At present, pension is accumulated at 1/75^{ths} of salary each year subject to salary threshold (currently £59,586). Contributions beyond the threshold salary go into a USS Investment Builder scheme, which is a defined contributions scheme. More information about this scheme can be found [here](#).

Annual Leave

We offer a generous holiday allocation consisting of 8 bank/public holidays, 30 days annual leave and 2.5 floating days that can be taken at any time over the holiday year, which is from April to March. You can also carry forward up to 10 days from one holiday year to the next.

Relocation

Relocation, which complies with UK HMRC guidelines, of up to £15,000 is available where appropriate. The first £8,000 is tax free.

Visa Costs

Certificate of sponsorship, visa costs and UK health surcharge all paid by the Institute for you.

Other Benefits

Employee Assistance Programme – this offers on-line help for a variety of life events, details of which are available to all staff.

Benefits platform (Sodexo), which offers access to discounted rates with many retailers, travel agents, entertainment, etc.

Cycle to work scheme – this allows you to purchase a bike at favourable rates through our salary sacrifice scheme.

Hybrid Contract

Shortly after joining the Institute, you will be moved to a hybrid contract with the University of Glasgow. This will give you access to apply for other sources of funding for your group and allows University of Glasgow to include your research efforts and publications for REF purposes.



Equality, Diversity and Inclusion

The CRUK Beatson Institute is committed to promoting equality, diversity and inclusion (EDI) within our community. We value equity in our actions and deeds, diversity and inclusion within our workforce and collaborators, and the diversity of thought this brings.

We are pleased to offer a range of leading family friendly, inclusive employment policies, including up to 6 months full pay for those on maternity leave and 6 weeks full pay for shared parental leave. We also offer flexible working opportunities, support for staff through various forums and mentoring and coaching opportunities, and have strong links with the Institute of Cancer Sciences, University of Glasgow VOICE (Athena Swan) Committee. This includes hosting frequent talks, seminars and events aimed at giving all staff the opportunity to develop and have a voice in how we enact our commitments to EDI. Here are details of our EDI Aims and two examples of our family friendly policies in action:

Transparency, Evidence and Improvement	EDI Awareness and Training	Career Support and Development	Equitable Recruitment Practices and Opportunities	Scientific Engagement
To monitor, analyse and publish diversity data to develop an evidence base to learn and drive change/improvements	To ensure that all staff, students and associates understand their responsibilities with respect to EDI, and are appropriately trained and engaged	To enable all researchers and support staff to reach their potential regardless of their gender, age, disability, ethnicity, sexual orientation or other protected characteristics	To ensure that all recruitment practices promote Equality, Diversity and Inclusion not just in words but in actions	To engage with external organisations and networks to promote and encourage equity of opportunity

Dr Karolina Majorek, a Postdoc in our Ubiquitin Signalling Laboratory, talks about her experience of our Maternity Policy

"As a mother of twins during my postdoc, I found the Beatson Institute to be very accommodating throughout my pregnancy, maternity leave, and transition back to work. The Institute provided me six months of fully paid leave followed by three months of statutory pay. To keep my projects progressing the Institute provided maternity cover for my position. In

addition, my contract was extended allowing me to be a mother and make up the time away from my research without pressure. When I returned to work, I was offered a flexible schedule, which made the transition much easier. In addition, Beatson provided a private room with a refrigerator for expressing breast milk, which enabled me to keep breastfeeding my babies. Overall, the environment at the Beatson enabled me to be a mother and effortlessly transition back to full-time research."

In 2019, we introduced up to 6 weeks shared parental leave pay for partners who wish to take time off with their newly born child when the mother returns to work. This has been well utilised.

Dr Leo Carlin, a Junior Group Leader at the Institute, talks about his experience of our Shared Parental Leave Policy

"I lead the Leukocyte Dynamics Group, which studies how immune cells influence cancer progression and spread, and also the team that supports our advanced light microscopy facility, the Beatson Advanced Imaging Resource (BAIR). Our son was born in May 2019 and my partner and I are both scientists. I always wanted to take some time as our son's full-time carer during his first year when my partner returned to work and the Beatson's shared parental leave policy made it a 'no brainer'. Therefore, I was able to take parental leave at the end of 2019 with 6 weeks full salary. I had a great time and learnt a lot, and it really helped me to build confidence and bond more fully. Importantly, this also allowed my partner to return to her job full-time earlier than would have otherwise been possible."



Glasgow and the West of Scotland

The West of Scotland combines cosmopolitan charm, lush countryside, and soothing seaside. Culturally diverse, architecturally stunning, and historically rich, this vibrant region is renowned for innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland's most populous region, the West of Scotland is home to approximately 2 million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country. In fact, East Dunbartonshire, where the Institute is situated, has been voted the best place in the UK for women to live for quality of life, community spirit, great schools, and access to the city as well as the great outdoors (BBC Woman's Hour survey 2017).

The Institute is situated in Bearsden to the north-west of Glasgow, which is a predominately residential area offering high quality living and within striking distance of Scotland's beautiful countryside. In fact, the famous [West Highland Way](#) begins in Milngavie, Bearsden's neighbouring town. Glasgow University is situated in the West End of Glasgow only a few miles from the Institute. This is very popular with students and those seeking a city culture and a vibrant social scene.



Glasgow

Multicultural, magnificent, and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture, and the best shopping in the UK outside London.

This aptly named 'Dear Green Place' blends the best of urban living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city.

Offering the best of both worlds, Glasgow is close to breathtaking countryside offering up nearby hill walking, sailing, and cycling. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

Lots to see and do

No matter what your age or interests, the West of Scotland has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde.

Glasgow is literally jam packed with award winning places to eat from Michelin Star to Trip Advisor's mostly highly rated pizza restaurant in the UK; you can easily spend your entire time in the city eating in top class restaurants. In addition, there are bars, music and comedy venues, and nightclubs to suit every taste, all of which adds up to a very vibrant city to live and work in.

You also have your choice of impressive year-round events and festivals, attractions, and some of the best leisure facilities in the country, and as a UNESCO City of Music, Glasgow offers an impressive range of musical delights including Celtic Connections, the world's largest winter music festival.

Experience the award-winning wonder of Kelvingrove Art Gallery and Museum and the awe-inspiring Glasgow Science Centre or enjoy international musicians, sporting events and more at the city's latest addition, the 12,000 seat SSE Hydro Arena.

The West of Scotland loves its sports – evident in its numerous outstanding leisure centres and facilities. Glasgow is one of the world's top 10 destinations for sports events and in 2014 it hosted the 20th Commonwealth Games. The newly built Commonwealth Arena and adjoining Sir Chris Hoy Velodrome in the East End of Glasgow hosted badminton and cycling events during the games.

In Ayrshire you can celebrate the national poet at the Burns an' a' that! Festival, admire the spectacular scenery at the Ayr Flower show or try your luck at the races at the Scottish Grand National.

For more information, please visit peoplemakeglasgow.com



Getting around

The region's excellent transport links mean you're connected to the rest of the UK - and the world.

The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route.

The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations. Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK.



From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day from Glasgow international airport alone, ready to fly you to over 90 destinations like London, Dubai and New York.

Housing

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

Renting in Scotland

Estate and letting agents can help you in your search for the perfect place to rent. They can show you available flats and houses, provide advice and guide you through the rental process.

Costs

Costs vary depending on the size, type and location of the property you rent. You can compare rental prices for areas in Scotland via your Local Authority's website and on rental sites. An average 1-bedroom rental in the popular West End of Glasgow is about £500 - £800 per month.

Buying a property in Scotland

Scotland's properties are as diverse as its scenery. City flats, West End townhouses and tenements, family homes, cottages in the country and more are all available.

While most properties are sold through estate agents or solicitors (lawyers), you can also buy privately from the owner – though you will still need a solicitor to do the legal work.

House prices

House prices in Scotland vary according to what city or town you live and in what area. A family home in Bearsden, where the Beatson is situated, will cost on average about £400,000.

Council Tax

When you rent or buy a property in Scotland you must legally pay Council Tax. It pays for public services like maintaining the roads, collecting household waste and water charges. The cost varies and is based on the value of the property you rent or buy.

Websites about housing in Scotland

Find available rental and sale properties on online sites like:

[S1 Homes](#)

[Savills](#)

[Retties](#)

[Rightmove](#)

[ESPC Property](#)

[Find council tax costs on the Scottish Assessors Association](#)

Education in Scotland

From nurseries to secondary schools, Scotland offers a high standard of education.

Scotland has an excellent academic record. Not only was it one of the first countries in the world to make education compulsory, but it has remained committed to pursuing excellence in this field ever since – at all levels from pre-school to higher education.

Pre-school

Even before children enter the school system proper, they can get an enjoyable and useful grounding in pre-school nurseries (or kindergarten).

All local authorities provide free nursery schooling for those who want it from age 3 onwards. The classes, which are run by qualified nursery teachers with the help of trained nursery assistants, are either full or part-time. The fee-paying sector also provides nursery schooling, should you want to take advantage of it.

As an alternative to nursery schools, some councils, churches and, occasionally, parents run playgroups – usually for fewer hours. The other option if you're working and need to be away from home is childminders – qualified, monitored and officially registered with the local authority.

4 - 11 years old

From the age of four or five, all children attend primary (elementary) school. The day normally runs from about 9am until 3.15pm and children learn basic skills such as reading, writing, arithmetic, science, history, geography and a foreign language. After seven years, at about 11, they move up to secondary school.

11 – 18 years old

At secondary (or high) school, children receive a broad education until their third year, after which they start to study towards national examinations. At the end of their fourth year, they take national examinations, giving them internationally recognised qualifications in their chosen subjects.

Although pupils can leave school at 16 if they wish, most go on to take Higher exams, covering a broad range of subjects. Children can take as many Highers as they like, though most settle for about five. The grades they achieve will be a critical factor in their options for college or university.

Types of school

Most of Scotland's schools are non-denominational (not specific to a religion), though parents can send their children to denominational (usually Roman Catholic) state schools, if they wish. You also have the option of sending your children to one of a range of internationally respected fee-paying schools. Most are day schools, but some offer boarding. As an alternative to Highers, some fee-paying schools offer A-levels – the pre-university exams normally taken in England – alongside the Scottish curriculum.

All Scottish schools, state-run and fee-paying, are regularly inspected by the Scottish Education Department.

Higher education

Providing they get the necessary grades, children can go on to one of 46 further education colleges and 14 universities in Scotland, offering a vast range of courses.

While many of the colleges specialise in subjects such as art and design, printing, building and catering, the universities range from some of the oldest and most highly regarded in Europe to modern, dynamic institutions offering ground-breaking courses.

It takes three years to study for an ordinary degree and four for an Honours qualification. Scottish universities also offer postgraduate study, and many are involved in research projects of global significance.

Students can apply for university or college through UCAS (Universities & Colleges Admission Services). Application forms are available from the UCAS website, the British Council or your local careers service.

For adults interested in learning new skills, there are many further and higher education institutions, schools and local authorities which also run a range of vocational and non-vocational courses – usually for a nominal fee.

English as a second language

Don't worry if your child can't speak English. State schools provide teachers to help your youngster learn. They'll need to have a good grasp of English though to go to university or college. Adult classes in learning English as a foreign language may be available. Ask your local authority or college for details.

Investment in schools

The Scottish Government has invested heavily in schools in recent years to maintain the country's reputation for a high standard of education.

It is currently delivering a multibillion-pound school building programme – the largest in Scotland’s history.

The investment has provided funds to refurbish 200 schools with work covering everything from full-scale building re-development to the addition of extensions and improvements in classroom facilities. The investment has also led to the creation of several new schools.