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Job Reference Number: MI/25/54

Position: Group Leader

Join Us at the World-Leading Cancer Research UK Manchester Institute



CRUK MI FURTHER PARTICULARS



Cancer Research UK Manchester Institute is a Research Institute within
The University of Manchester and is core funded by Cancer Research UK



MANCHESTER
1824

The University of Manchester



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PARTICULARS OF APPOINTMENT

Ref: **MI/25/54**

Job Title: **Group Leader**

1. The Institute invites applications for the above post.
2. Salary will be within the range of £58,000 – £65,000 per annum, dependent upon experience.
For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of 1 clinic day per week).
3. Applications should be submitted via JobMarker, the online recruitment system by the closing date as stipulated in the advert.
4. For applicants who require assistance with their application please contact the HR Department for further information on:
Tel: +44 (0)161 200 8870
Email: jobs@cruk.manchester.ac.uk
5. Informal enquiries can be made to Informal enquiries can be addressed to any of the Institute's Group Leaders or director@cruk.manchester.ac.uk
6. The Institute will endeavour to contact shortlisted candidates promptly. However, there may be occasions where a high volume of applications are received, therefore an applicant's patience is appreciated.
7. As an equal opportunity employer, we welcome applicants from all sections of the community regardless of age, sex, gender (or gender identity), ethnicity, disability, nationality, religion or belief, sexual orientation, marital or transgender status. All appointments are made on merit.





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COPY OF THE ADVERTISEMENT

The Institute will actively foster a culture of inclusion and diversity and will seek to achieve true equality of opportunity for all members of its community.

- **Group Leader**
- **Job Ref: MI/25/54**

Join Us at the World-Leading Cancer Research UK Manchester Institute

Join us at the forefront of cancer research! The Cancer Research UK Manchester Institute (<https://www.cruk.manchester.ac.uk>) is seeking to appoint **exceptional early-career scientists (including clinician scientists)** as **Group Leaders** to develop bold, innovative, and high-impact research programmes. Situated within one of Europe's largest and most dynamic cancer research ecosystems, we offer a **unique opportunity** to pursue cutting-edge discovery science and drive translation into clinical benefit. We are looking for **visionary scientists** ready to establish an **independent, world-leading research programme** and take full advantage of the **extraordinary collaborative ecosystem** across the **Manchester Cancer Research Centre** (MCRC, mcrc.manchester.ac.uk), The University of Manchester (www.manchester.ac.uk) and our clinical partners at **The Christie NHS Foundation Trust** (christie.nhs.uk).

We particularly welcome applicants with expertise in the **biology of solid cancers, tumour immunology, cancer evolution, and computational or machine learning approaches** to tumour ecosystems; but we **encourage visionary proposals** from across the spectrum of cancer research that complement and expand our existing strengths.

We encourage applicants from a **broad range of scientific disciplines** — including **molecular biology, mathematics, physics, computational biology, data science, and engineering** — to bring fresh perspectives and disruptive approaches to cancer research. We **are looking for bold, innovative, and technically pioneering applications** with the potential to **transform our understanding of cancer biology** and **drive translational impact**.

Core funding is provided to every group leader whilst they hold their position at the Institute. As a Group Leader you will receive a significant package of support, including:

- 2 Postdoctoral scientists, a technician and 2 PhD students with running costs.
- Full access to comprehensive and cutting-edge core facilities.



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- Access to the Manchester Cancer Research Centre Biobank which collects samples from NHS Foundation Trusts across Manchester, including The Christie.
- Outstanding colleagues and rich opportunities for collaboration.
- Mentorship to elevate grant success, and advice on laboratory and financial management.

What we offer:

- We provide up to 7 years of CRUK core-funded support; appointed on a five-year fixed term contract in the first instance.
- A mid-term review at 4 years that influences career progression beyond 5 years.
- Consideration for promotion to Senior Group Leader at 6 years (dependent on successful mid-term review and Director approval).
- Salary range £58,000 - £65,000 (dependent upon experience). For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of 1 clinic day per week).
- High quality laboratory space.
- Strong mentorship from Senior Faculty and Institute committees.
- Specific courses available to support new Group Leaders.
- With Director approval, scope for group expansion through applications for external funding with grant review support provided by the Institute's Grants Advisor and Grants Committee.
- Research Governance oversight and advice provided by the Institute's Scientific Administration team which includes the Research Integrity and Training Adviser.
- A collegial environment and ethos of team science.

About you:

You will have a PhD in an area relevant to cancer research, significant and productive post-doctoral experience, a proven track record of impactful publications and ideally, some demonstrable success with funding application(s). You will be highly motivated and confident to deliver an exciting and innovative research programme with a balance of ambition and feasibility. You will be able to communicate clear, well-formulated and incisive research plans that lead to important basic cancer research discoveries and/or deliver applied research with potential for translation to address clinical unmet needs. Prior demonstration of research independence would be an advantage.



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The CRUK Manchester Institute is committed to equality and diversity in the workplace, and we encourage candidates who reflect diversity in its broadest sense. All appointments will be made on merit.

Why Join Us

Located on **The Christie NHS Foundation Trust** campus — one of Europe's largest comprehensive cancer centres — and alongside the **Cancer Research UK National Biomarker Centre**. The Institute is a Research Institute within The University of Manchester and is core funded by Cancer Research UK (cancerresearchuk.org). The Institute provides an **exceptional environment** for ambitious scientists to **launch and grow their independent careers**. In 2024 the Institute, with its partners launched a national platform for immunotherapy research, **MANIFEST** (www.manifest-io.org.uk)

We are also co-located with researchers from the University of Manchester's Division of Cancer Sciences supporting collaboration and synergy.

We aim to **nurture the next generation of world-leading cancer researchers**. The Manchester ecosystem uniquely integrates basic discovery science, computational biology, biomarker development, and clinical translation, enabling you to develop cutting-edge research programmes with direct patient relevance.

In 2023, we relocated to the new state-of-the-art Paterson Cancer Research Building with a bespoke design for team science with multi-disciplinarity at its core. The new building is already facilitating our ambitions of integrated basic and translational cancer research, driving forwards research synergies across the Manchester cancer research ecosystem. We are partnered with The Christie NHS Foundation Trust one of the largest clinical cancer treatment centres in Europe (>19,000 new patients p.a.). Our research philosophy together with the critical mass of cancer researchers on site provide an exceptional environment in which to pursue basic, translational, and clinical research programmes. Our research is benefited greatly by the MCRC Tissue Biobank connected to NHS trusts across Greater Manchester.

Manchester is an ever evolving, dynamic, vibrant city offering exceptional standards of living with excellent national and international travel links and beautiful surrounding countryside.

How to apply?

To apply for this position please complete the online application via 'Apply Now'. Please ensure you submit the following documents for your application before the closing date specified.



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Application documents:

- 1) Cover Letter
- 2) CV including publication list
- 3) Future Research Plan (3 pages max)
- 4) Summary of up to 3 publications (1 page max)
- 5) Contact details of three referees



Informal enquiries can be addressed to any of the Institute's Group Leaders or director@cruk.manchester.ac.uk

Please note this vacancy will close for applications at 11:59 pm on the closing date specified.

Job Description

After the closing date this job description will be removed from our website. Should you wish to refer to this information at a later date, please ensure that you save a copy of this document.



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Disabilities and alternative formats

The University of Manchester is a disability confident Leader and is committed to supporting disabled people in recruitment, employment, and career development. We will make reasonable adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so. Therefore, if you have any additional support needs throughout the recruitment process or require documentation in alternative formats, please do not hesitate to contact the HR Department, for further information, on:

Tel: +44 (0)161 200 8870

Email: jobs@cruk.manchester.ac.uk



The Disability Confident scheme, accredited by the Department for Work and Pensions (DWP), helps employers recruit, retain and train great people. Disability Confident organisations play a leading role in changing attitudes about, and increasing understanding of, disability. There are three levels of the scheme with Leader being the highest.

CANCER RESEARCH UK MANCHESTER INSTITUTE JOB DESCRIPTION

JOB DETAILS

Job Title: Group Leader

Grade: Junior Group Leader

Division: Cancer Research UK Manchester Institute (CRUK MI)

ORGANISATIONAL ARRANGEMENTS

Accountable to: Director of Cancer Research UK Manchester Institute (CRUK MI)

Responsible for: Postdoctoral Scientist(s), Scientific Officer, PhD student(s)

JOB PURPOSE

A time-limited appointment to develop an independent, high impact academic research programme aligned with the strategic goals of Cancer Research UK and the Cancer Research UK Manchester Institute.

DUTIES AND RESPONSIBILITIES

- Develop and lead an independent and internationally recognised cancer research group aligned to the strategic goals of the Institute and to Cancer Research UK.
- Be an ambassador for the Institute on the world-stage.
- Publish innovative and transformative basic curiosity driven, and/or translational cancer research that changes the way we think about cancer and/or informs optimised treatment of patients with cancer.
- Develop international leadership and presence through publications, internal/external presentations and representation on grant panels and conference organising committees.
- Develop a portfolio of external funding to supplement the core grant allocation.
- Develop and supervise experimental plans and ensure that the agreed experiments are carried out appropriately.
- Lead on recruitment for relevant positions in your group.
- Provide stellar academic training and mentorship for PhD students and Postdoctoral Fellows.
- Line-manage and mentor your team, taking active responsibility for their personal development. Perform appropriate staff appraisals.



- Manage your group's budget.
- Where there is potential for impactful synergies, seek to develop collaborative projects with colleagues within the Institute, within the wider MCRC and externally, amplifying your own groups' research outputs.
- Contribute to the Institute as a whole, e.g., through membership of the Institute's committees and core facility user groups.
- Follow procedures associated with the Institute's programme for promotion (complete a mid-term review and apply for a non-time limited post within six years if appropriate and approved by the Director).
- Participate in internal peer review processes for grants and PhD project proposals.
- Undertake role as second supervisor/advisor/assessor to PhD students when appropriate.
- Attract and host external seminar speakers.
- Attend and engage at Institute seminars and ensure attendance by all group members.
- Participate in Institute events such as the annual Institute Colloquium.
- Contribute to the Annual Scientific Report, Newsletters and engage with CRUK supporters, patients, carers and the wider public as appropriate.
- Maintain effective communications with the Institute Director, Senior Management Team, core facilities and own laboratory staff.
- Adhere to Institutional policies, governance, and regulatory requirements.
- Become familiar with the University's Equality and Diversity policies and to actively support these wherever possible.
- Perform other functions consistent with the position, nature of the post and as determined by the Director.

STANDARDS OF PERFORMANCE

- ◆ Work efficiently, cost-effectively and in a flexible manner.
- ◆ To meet objectives within pre-determined timescales.
- ◆ Effective and appropriate communications to be maintained with staff at all levels.
- ◆ Strict adherence to protocols and Institute policies.
- ◆ To comply with Health & Safety requirements, including awareness of personal responsibilities to maintain a safe working environment.
- ◆ To contribute to the University's agenda for social responsibility, including sustainability.
- ◆ To maintain confidentiality of information in line with data protection requirements and Institute and University policies.
- ◆ Familiarise themselves with the University's Equality and Diversity policies and to actively support these wherever possible.
- ◆ Be a team player and a good Institute citizen.
- ◆ To strive to accomplish high quality of work.
- ◆ To complete a security screening as and when required.

PERSON SPECIFICATION

The person specification should set out the qualifications, experience, skills, knowledge, personal attributes, competencies and other requirements which the post holder requires to perform the job to a satisfactory level.

Job Title: **Group Leader**

	<u>ESSENTIAL</u> The qualities without which a post holder could not be appointed	<u>DESIRABLE</u> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<u>METHOD OF ASSESSMENT</u>
QUALIFICATIONS	• PhD in a discipline relevant to cancer research		• Certificates/ Documentation • CV
EXPERIENCE	• Extensive relevant Postdoctoral research experience • An internationally recognised record of outstanding achievement in a field relevant to cancer research • Preparation and publication of manuscripts • Research interests and aims that are aligned with the Institute's and CRUK's research strategy • First or shared first author publications in impactful peer-reviewed journals within a portfolio of publications • Demonstrable experience of successfully managing own research projects • Evidence of strategic decision making	• Participation in peer review • Experience at speaking at international meetings • Establishing and coordinating collaborations • Experience of working within a complex multi-disciplinary organisation • Developing and implementing research strategy • Participation in committees • Experience in public engagement • Established track record of independence • Supervising students/research assistants • Successful management of own projects and those of other staff • Evidence of successful grant writing (e.g., obtaining an independent fellowship and/or clear contribution to grant success e.g., as a principal or co-investigator).	• Interview • Referees' comments • Publications listed on CV • Account of past work on CV

SKILLS	• Ability to independently formulate, develop and deliver novel research ideas • Excellent communication skills and an ability to represent the Institute externally to peer groups and external research funders • Both a team-player and a team-builder • The ability to plan ahead, to manage time effectively, and to coordinate and direct multiple concurrent projects • The ability to supervise and mentor other team members with demonstrable success • Ability to adapt to a changing environment with horizon scanning to be ready to implement future developments in cancer research • Inspire and motivate colleagues, including students, post docs, scientific officers and peers • Ability to handle confidential data appropriately • Delegation and negotiation skills • Presentation skills • Proficient at using computer software • General management skills • Experience in establishing and coordinating collaborations • Excellent scientific writing skills • Accurate, comprehensive record-keeping	• Demonstrable effective line management skills • Line management or supervision across staff of varying levels of experience • Ability to write successful applications for external funding	• Interview • CV • Referees' comments
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KNOWLEDGE	• Deep knowledge of cancer • Specialist knowledge in own research area which links to Institute's strategy • Working knowledge of "Health and Safety at Work" requirements	• Knowledgeable on running your own group • Knowledge of external funding sources • Familiarity of the work of Cancer Research UK • Familiarity with the research of CRUK Manchester Institute and wider MCRC	• Interview • CV • Referees' comments
OTHER	• A detailed research programme with project plans for at least three members of staff with projected deliverables for years 1-4 • To show commitment to equality and fairness and integrity in dealing with others • Self-motivated, meticulous, interactive and organised • Willingness to travel • Ability to maintain accurate records • To be willing to work across organisational boundaries • To seek new knowledge and share ideas • To be open and responsive to change and innovation • Willingness to implement new management approaches		• Interview • Referees' comments



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THE CITY OF MANCHESTER AND THE REGION

Manchester is one of the great European cities and the Cancer Research UK Manchester Institute is located a short distance from the city centre and is serviced by regular public transport to the city centre. The city's architecture represents one of the high points of Victorian achievement. The modern city is a major centre of banking, commerce and manufacturing.



It is consistently ranked as the best liveable city in the UK by the Economist Intelligence Unit. In 2021, Manchester was ranked in the top 3 of the TimeOut World's Best Cities list with the comment, "the friendliest city with the best community spirit and top-notch nightlife including its Gay Village and Northern Quarter in the heart of the city." It has a highly cosmopolitan atmosphere, and its cultural life is internationally renowned.

Manchester offers extensive provision for research. Library facilities include the John Rylands University Library (the major library in the North West and the third largest in the country) and the Manchester Central Reference Library.



Housing is varied, plentiful and the price ranges can start moderately priced and are as varied as the requirements. Schooling ranges from world-famous private schools to excellent sixth-form colleges and comprehensives.

Manchester is well served by a major international airport, with direct scheduled flights to many destinations in Europe as well as North America and Asia. Some of the most beautiful countryside in Europe is just short of an hour's drive from the Institute in the Peak District National Park, while the Lake District and Snowdonia in Wales are also within easy reach.





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Manchester Piccadilly railway station has been refurbished and is served by inter-city and other train services – with a direct link to Manchester Airport. The network of Metrolink tram services offers an alternative mode of public transport from certain parts of the conurbation and includes connections near to the Institute.

There are three outstanding professional theatre companies, the halls of the Hallé and BBC Philharmonic orchestras, the Cornerhouse as well as other cinemas, and Europe's fastest-growing Chinatown.

Amongst the developments enriching the area's cultural life have been the opening of the Lowry Centre and Media City at Salford Quays; the opening of the Bridgewater Concert Hall; the refurbishment of the City Art Gallery; the opening of Urbis in the centre of Manchester and of the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.



Trafford, specifically Old Trafford, is known internationally for sport, it is a venue for Test cricket and the home of Manchester United FC. The Commonwealth Games were held in Manchester in 2002 and were highly acclaimed. The Commonwealth Stadium became the home of Manchester City FC in 2003.





OUR BENEFITS PACKAGE

Facilities and General Discounts

We have a wide range of fantastic facilities for you including coffee shops, cafes, and restaurants in various buildings on Oxford Road, library, museum, art gallery, theatre (providing music and drama) and the world-famous radio telescope at Jodrell Bank. You can attend a varied programme of events at these, many of which are free to staff. Staff also have a plethora of discounts available to them on fitness, entertainment, restaurants, hotels, supermarkets, and online retailers.

Health and Fitness

We have a fantastic range of sports and fitness programmes across three of the best sports facilities in the city of Manchester. Each of our facilities provides something for everyone and are in convenient locations across Oxford Road, Fallowfield and all the way into the City Centre. Staff have a discounted membership to these facilities.

Wellbeing

The Institute is committed to supporting staff wellbeing and have a range of resources available. This includes a free 24/7 helpline through our Employee Assistance Programme which allows staff to talk in confidence to trained counsellors and advisers on areas like emotional, physical, and mental health.

The University's counselling service offers confidential help with any personal issues affecting work, self-esteem, relationships, sexuality, mental health and general well-being. It is accessible to all staff and is part of a wider network of help and support; and can advise on where else to seek help and make referrals to NHS mental health services.

The University's Occupational Health service provides confidential services to protect the health of staff and ensures that all health issues are effectively managed. Additionally, the Institute has wellbeing working groups and employee champions to support staff.

We offer a generous annual leave allowance of 32 days per year, (pro rata for part time staff) plus bank holidays for England. The Institute gifts an additional day's leave on Christmas Eve.

Travel

The Institute is committed to reducing its environmental impact and actively supports and promotes travel by sustainable means. We work closely with The Christie NHS Foundation Hospital to have a green travel plan that aims to provide a package of measures that increase the travel options available to staff. These options include as a Cycle to Work Scheme and annual interest-free travel loans with Northern Rail, Stagecoach and Metrolink.



Family Friendly Support

If you have childcare responsibilities the Institute can provide you with a range of support to assist you in balancing your work and home life commitments. Information is available on the government's Tax Free Childcare Scheme and The University's Workplace Nursery Scheme. We also have a range of family friendly policies and staff have the right to request to work flexibly.

Equality, Diversity, and Inclusion (EDI)

The Institute is committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, gender identity, disability, ethnicity, religion or belief, sexual orientation, marital or transgender status, age, or nationality. The Institute has an EDI committee which provides leadership, drive and strategic direction on equality, diversity, and inclusion across all parts of the Institute. The committee will seek to promote cultural change and ensure that the EDI action plan is embedded across all functions of the Institute.

Personal Development

Whether you are a research scientist, technical or operational staff, you will receive excellent on the job training and an opportunity to share skills experience and expertise in a collaborative environment. The Institute has a range of training available for support and professional development.

Disability

The Institute is committed to providing a positive working environment free from discrimination, harassment, or victimisation due to a disability where all staff are treated with respect and dignity. The Institute has access to a Disability Advisory and Support Service (DASS) which has a dedicated disability adviser for staff to provide advice, guidance and support about a range of practical adjustments in the workplace.

Pension

We have two generous pension schemes to provide benefits for you and your family. For more details, please contact the HR department.





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ADDITIONAL RECRUITMENT AND SELECTION PARTICULARS

Shortlisted Candidates:

1. We will reimburse reasonable travel expenses. You need to retain all your receipts, as you will need to submit these with your expense claim form. This form will be given to you when you attend your interview.
2. If candidates require accommodation the Institute can arrange this for you. Please notify the HR Department as soon as possible so that this can be arranged on:
Tel: +44 (0)161 200 8870 or
Email: jobs@cruk.manchester.ac.uk.

*Please note that reimbursement for accommodation may **not** apply.*

3. If candidates have any additional support needs to enable them to attend an interview, they will be able to request/discuss this with the HR department when arranging the interview.
4. Shortlisted candidates may be expected to complete a presentation as part of the selection process. Information regarding the duration and title of the presentation will be provided in the invitation to interview correspondence. We supply both laptop and projector for presentations.
5. All dates and times stated in correspondence from the Institute refer to UK GMT (Greenwich Mean Time).
6. Candidates need to bring along their passport to interview, a copy of which will be taken for our records, when you visit the Institute. If candidates have difficulty in producing their passport, please contact the HR Department prior to the interview on:
Tel: +44 (0)161 200 8870 or
Email: jobs@cruk.manchester.ac.uk

7. MS Teams or **Zoom interview with or without presentation:**
Instances may arise where we propose to hold an online interview as a (first stage) selection process. If this is the preferred method of interview, this will be



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stated on your invite to interview email. You will be provided with a link and password to attend the interview at a specified time on a specified date. This link will redirect you to your MS Teams/Zoom interview. 24 hours prior to interview we will require:

- A contact telephone number emailed to jobs@cruk.manchester.ac.uk along with a scanned copy of passport for ID purposes
- Where applicable, a copy of your presentation emailed to: jobs@cruk.manchester.ac.uk.

Please note:

You do not have to have a Zoom account to attend a Zoom interview. You will be prompted to download the software, once you have clicked on the link that you have been provided. You do, however, need to have a working microphone and camera connected to your electronic device, for this interview to go ahead.

The criteria will be consistent with all other candidates.





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STANDARD CRUK MANCHESTER INSTITUTE TERMS AND CONDITIONS

The following is a basic summary of the standard terms and conditions applicable to the post you have applied for:

- The post, Group Leader, is on a Cancer Research UK pay scale. It's on an JGL grade with a salary range of £58,000 – £65,000 per annum, dependent upon experience.
For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of 1 clinic day per week).
- Your employment will be with The University of Manchester appointed under the Cancer Research UK Manchester Institute terms and conditions.
- Salary is paid monthly on the penultimate last working day of the month.
- There are 32 days holiday per year plus Bank Holidays for England.
- Duration of contract: five-year fixed term contract in the first instance.
- Working hours are 35 hours per week.
- There is a probationary period attached to this post of 12 months. It's standard for many organisations now and consists of two 6-monthly reviews with your line manager.
- You are eligible to join The USS (<https://www.uss.co.uk/>) pension scheme.
- Relocation Allowance: financial assistance will be subject to a maximum limit of £8,000 (inclusive of VAT and any other associated taxes) in accordance with the criteria listed in the Institute's Relocation Policy.
- Any offer made by the Cancer Research UK Manchester Institute would require the successful candidate to undergo a medical clearance. This is arranged with Occupational Health department at The University of Manchester prior to starting employment and consists of a basic medical. This is to address and gain clearance for any potential hazards identified for the role on offer.
- Offer is subject to receipt of satisfactory references and proof of your highest qualification.



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- Offer is subject to documented evidence of your right to work in the UK under the Home Office UK Border Agency Regulations.
- Overseas candidates should determine, when applying for the position, the likelihood of obtaining a Certificate of Sponsorship (CoS) for the post by assessing their own circumstances against the criteria specified on the [gov.uk website](https://www.gov.uk)
- Standard Occupation Classification (SOC) for this role is: 2113 Biochemists and biomedical scientist
- Successful overseas candidates may be eligible to claim reimbursement of expenses to cover their visa and National Health Surcharge costs, if required.

Please note reimbursement does not extend to include family members, although a loan scheme is available.

- The appointment may be subject to a satisfactory pre-employment enhanced security check if appropriate.
- The successful candidate is required to complete a Rehabilitation of Offenders/Criminal Records declaration form at the offer stage of the process. *Please note a criminal record will not necessarily be a bar to obtaining a position.*
- The Institute is promoting a green travel plan and there are staff benefits promoting this including a cycle to work scheme and the use of public transport. There are strong links to bus routes and trains to all CRUK Manchester Institute locations. More information about this can be found on our 'Our Benefits Package' page or by contacting the HR Department.

Please note there are car parking restrictions imposed around these sites.



**DON'T FORGET TO FOLLOW US ON SOCIAL
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#LifeAtCRUKMI

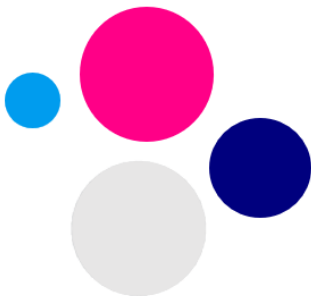


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**THANK
YOU!**



Cancer Research UK Manchester Institute is a Research Institute within
The University of Manchester and is core funded by Cancer Research UK