



## JOB DESCRIPTION

DATE:	April 2020
POSITION:	Protein Chemistry and Cancer Therapeutics Early Stage Researcher / PHD student
BUSINESS UNIT:	Almac Discovery Edinburgh / enrolled QUB research programme
LOCATION:	Edinburgh
REPORTING TO:	Head of Protein Therapeutics, Almac Discovery
RESPONSIBLE FOR (PEOPLE):	N/A

### OVERALL ROLE OBJECTIVE:

Almac Discovery is a research driven drug discovery company with operations in Edinburgh (protein therapeutics), Manchester (bio-informatics) and the medical and life sciences campus at Queen's University Belfast (medicinal chemistry and biology). The company focusses on identifying novel, early stage drug discovery projects in areas of unmet medical need, exploiting both small molecule and protein-based approaches to discover targeted therapeutics. The convergence of small molecule drug discovery with protein engineering expertise offers the further potential to develop truly innovative new therapeutic approaches which bridge the two areas.

The successful candidate will be an Early Stage Researcher as part of the 'Targeted Anti-Cancer Therapeutics' European Training Network (ETN) consortium, and will perform research to establish novel technologies and approaches for the development of next generation protein drug conjugates and bi-specific proteins as targeted cancer agents.

Primary activities will include the cloning and expression of recombinant proteins, protein engineering and bioconjugation, the characterization and analysis of proteins using a variety of analytical, biophysical and biochemical techniques and the assessment of novel PDCs as potential cancer therapeutics. You will also be involved in the interpretation and presentation of key data and have the opportunity to propose and initiate new activities to drive the project forward.

This is an exciting opportunity to undertake a PhD in an innovative and successful biotechnology company and play a role in its further development. The position is based in our state-of-the-art laboratories at our Edinburgh site just to the south of the city and the successful candidate will enrol in the PhD programme at Queen's University Belfast. The role will involve close interaction with our colleagues in cancer biology and medicinal chemistry at our Belfast site, and with our bioinformatics group based in Manchester, and will involve short secondments at Queen's University Belfast and other members of the TACT consortium as part of the remit of the H2020 Marie Sklodowska-Curie Action funded

European Training Network (ETN). Preference will be given to an individual who is highly motivated and thrives in a highly collaborative scientific environment.

## **JOB SPECIFIC RESPONSIBILITIES:**

The post holder will:

- Plan and document work/projects and ensure that activities are scheduled to provide accurate and timely results.
- Perform the cloning, expression and purification of agreed recombinant protein targets.
- Perform modification and engineering of proteins using molecular biology techniques and protein chemistry.
- Be responsible for performing protein bioconjugation and chemical modification of proteins and researching, establishing and applying new technologies as required to deliver the project aims.
- Be responsible for analysing and characterising recombinant proteins, and derivatives thereof, using a variety of analytical, biochemical and biophysical techniques.
- Design and conduct experiments to characterise novel biomolecules to assess their utility as potential oncology therapeutics.
- Work collaboratively with colleagues from Protein Sciences, Biology, Chemistry, and Bio-informatics to explore and optimize the therapeutic potential of lead protein molecules and new technologies for engineering next generation protein drug conjugates.
- Independently define and execute best experimental strategies and lab operations to a) deliver interpretable data to test hypothesis, b) address scientific questions or technical problems and c) progress projects. Self-motivation and critical thinking are essential.
- Partake in the day-to-day administration tasks for the team, including participation in team & group meetings, support of project scheduling and general duties relevant to the operation of the team/group.
- Continuously develop, advance and promote company's expertise and capability in protein engineering, protein therapeutics and drug discovery.
- Effectively present results and conclusions at project meetings to co-workers and senior leadership, as well as for other internal/external parties and venues as needed.
- Actively contribute to the preparation of publications and presentations.
- Keep their Line Manager informed on a regular basis of progress and any circumstances, which alter agreed timelines.

- Ensure that experiments / analysis are performed in accordance with agreed methods in conjunction with their Team Leader/Manager.
- Undergo secondments to Queen's University Belfast and to other member(s) of the TACT consortium as required by the obligations of the PhD and the ETN programmes.
- Other duties as may be deemed appropriate by their Line Manager that fall within the general remit of the post.

## GENERAL ROLE RESPONSIBILITIES:

<b>Quality</b>	Ensure GMP is adhered to in all areas of work.
<b>Health &amp; Safety</b>	Understand Company's Health & Safety Policy and follow all company HSE procedures. Report all accidents or any unsafe conditions in the work place.
<b>Training and Development</b>	Participate in training as required. Ensure training has been received before undertaking specific duties and that all training is recorded in training records. Train other employees as required.
<b>Human Resource Management</b>	Adhere to all HR policies and procedures, to include all absence policies and procedures.
<b>Communication</b>	Communicate effectively, professionally, and promptly. Respond to emails, phone calls, and requests in a timely fashion to allow actions to be taken where needed. Provide regular updates to your line manager regarding progress on required duties and the status of any projects.
<b>Equal Opportunities</b>	Observe and adhere to the company's Equal Opportunities and Dignity at Work policies ensuring that a neutral and harmonious work environment is maintained in which bullying and/or harassment does not occur.
<b>Core Competency Framework</b>	Ensure that all job specific responsibilities relating to the overall role objective are carried out in accordance with the requirements outlined within the Almac core competency framework.

**By signing this Job Description I accept that I have received and read the Job Description and have accepted the responsibilities identified therein.**

EMPLOYEE'S SIGNATURE:

PRINT NAME:

DATE:

This job description should not be regarded as conclusive or definitive. It is a guideline within which the individual jobholder works. It is not intended to be rigid or inflexible and may alter as the Company's strategic direction changes.

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	ESSENTIAL REQUIREMENT	DESIRABLE REQUIREMENT	ASSESSMENT METHOD
<b>QUALIFICATIONS</b>	B.Sc in chemistry or biochemistry or molecular biology or related discipline. Candidates should have or expect to obtain a 2:1 or higher Honours degree in the relevant biomedical or life sciences subject	Masters in related discipline	Application and Documentary Evidence
<b>EXPERIENCE</b>	<p>Knowledge or hands-on experience in the cloning, expression and purification of recombinant proteins or organic chemistry.</p> <p>Knowledge of methods for the analysis and characterisation of proteins using analytical, biochemical biophysical techniques.</p> <p>Knowledge or practical experience in protein engineering, protein modification or protein bioconjugation</p>	Lab-based experience of expressing recombinant proteins or performing bioconjugation reactions	Application and Interview
<b>KEY SKILLS</b>	<p>Demonstrate ability to maintain a high level of accuracy in all work undertaken</p> <p>Excellent communication skills (both written and oral)</p> <p>Proven ability to organise, plan, prioritise tasks within a high volume varied workload</p> <p>Ability to work effectively on own initiative and effectively contribute within a team environment</p>		Application and Interview
<b>JOB RELATED REQUIREMENTS</b>	<p><b>Essential Criteria</b></p> <p>Applicants should be aware that the selection of candidates will be made in accordance with the eligibility criteria for the funding of Early Stage Researchers as determined by European Commission's Marie Curie ITN funding rules. Candidates will possess a strong interest in interdisciplinary research and be willing to take part in various communication activities towards non-scientific public. They will have to be fluent in English, possess a high degree of self-organisation and be able to work collaboratively.</p> <p><b>Nationality:</b></p>		Application and documentary evidence

The researcher may be a national of a Member State of the Union, of an Associated Country or of any other third country listed [here](#).

**Mobility:**

At the time of selection by the host institute, the Early Stage Researcher must not have resided or carried out his/her main activity (work, studies etc.) in the country of the beneficiary (in this case the UK) for more than 12 months in the 3 years immediately prior to his/her appointment. Short stays such as holidays are not taken into account.

**Qualifications and Research Experience:**

Early Stage Researchers must have, at the time of recruitment by the host institute, the first four years (full-time equivalent) of their research careers and have not been awarded a doctoral degree. This is measured from the date when they obtained the degree which would formally entitle them to embark on a doctorate, either in the country in which the degree was obtained or in the country which the research training is provided, irrespective of whether or not a doctorate is envisaged.

**Sanctions:**

Nationals of or residents in some countries, and for particular scientific fields, against which EU restrictive measures are in place, may be subject to EU sanctions. A list of these countries can be found [here](#).

Remuneration for this role will be in accordance with the Marie Curie fellowships' scheme of the European Commission.



## ALMAC CORE COMPETENCIES

COMPETENCY	BEHAVIOUR	ASSESSMENT METHOD
<b>RESULTS DELIVERY</b>	Delivers results on time, within constraints and in line with company policy and procedure and organisational strategy. Demonstrates a continuous drive for quality and a commitment to excellence.	Interview
<b>PROACTIVE SOLUTIONS</b>	Analyses and uses experience and logical methods to make sound decisions which solve difficult problems. Seeks practical/workable and innovative methods to deliver solutions.	Interview
<b>LEADS BY EXAMPLE</b>	Promotes a clear vision and mission. Acts as a positive role model for the organisation, fostering a climate of teamwork and development.	Interview
<b>COMMUNICATION</b>	Communicates clearly and effectively. Promotes the exchange of ideas and information across the organisation. Fosters dialogue to ensure everyone understands what is going on.	Interview
<b>CUSTOMER FOCUS</b>	Strives to exceed the expectations and requirements of internal and external customer; acts with customers in mind and values the importance of providing high-quality customer service.	Interview
<b>JOB SPECIFIC KNOWLEDGE</b>	Demonstrates required job knowledge and understanding to successfully and competently fulfill or exceed the requirements of their post. Follows correct procedures and guidelines (SOPs). Proactively demonstrates a desire to enhance and develop their job knowledge.	Interview