



## JOB DESCRIPTION

POSITION:	Biology Senior Scientist/Team Leader
BUSINESS UNIT:	Discovery
LOCATION:	Belfast
REPORTING TO:	Head of Biology
RESPONSIBLE FOR (PEOPLE):	N/A

### OVERALL ROLE OBJECTIVE:

Almac Discovery is a research-driven drug discovery company which focusses on identifying novel, first in class drug discovery projects in areas of unmet need and subsequently develops these programmes through partnerships and collaborations. The Company is unique in the field of small biotech's in having access to both small molecule and protein/peptide-based approaches and is focussed on two key platform areas (Deubiquitinases and protein-drug conjugates) which exploit these modalities. The team is located in state-of-the-art facilities on the Queen's University Belfast life sciences campus, close to two major hospitals and the Northern Ireland Cancer Centre and has laboratories in Edinburgh (protein therapeutics) and offices in Manchester (bio-informatics).

Almac Discovery is currently inviting applications for a creative and results-driven PhD qualified Senior Scientist/Team Leader with extensive experience in cell and molecular biology to join our Biology department in Belfast. Building on the proven track record of Almac Discovery in extending the druggable genome, the successful candidate will be involved in designing and generating high quality data packages to support the clinical positioning and development of novel therapeutic targets and will contribute to the pre-clinical optimisation of novel small molecule therapeutics for a range of therapeutic areas (e.g. oncology, IO, inflammation, muscle wasting, fibrosis and neurodegeneration). Prior experience in biomarker discovery and evaluation of pharmacological agents would be an advantage for this position.

The successful candidate will possess a deep knowledge and hands-on research expertise in cell and molecular biology with a strong background in cellular imaging, target validation and mechanism of action studies. They will establish and apply a wide range of cellular assays for the validation of therapeutic target and small molecules in complex cellular systems and assays, including primary cells, co-cultures, immune cells and tissues. Primary responsibilities will include *in vitro* cellular assay optimisation for monitoring biomarker modulation, proliferation, migration, invasion, apoptosis, and cytokine modulation. The successful candidate will have experience of using a range of technologies to monitor assess these cellular parameters including flow cytometry, ELISA, live cell imaging, high-content imaging, fluorescence microscopy, immuno-blotting/precipitation and RNAseq/proteomic assays. The role will also involve liaising with CROs to access additional speciality pre-clinical models. The primary focus of the role will be on deubiquitinase drug discovery, which represents an exciting and emerging new target class. You will be involved in detailed mechanism of action studies for new inhibitors, including the interpretation and presentation of key findings as well as the design and initiation of appropriate new activities to support the pharmacological audit trail. The successful candidate will be expected to establish best practices within the laboratory and work independently on several concurrent projects in a fast-paced, goal-oriented environment.

This is an exciting opportunity to play a central role in the further development of Almac Discovery as an innovative and successful biotechnology company. The successful candidate will work in state-of-the-art facilities within the vibrant and fast-growing Queen's

University Life Science campus. Preference will be given to a motivated individual with a high level of scientific commitment and a strong work ethic, who thrives in a highly collaborative environment, and possesses strong analytical and strategic thinking skills.

## **JOB SPECIFIC RESPONSIBILITIES:**

The jobholder will:

1. Directly contribute to our drug discovery activities and ensure delivery of company and department objectives in a timely and efficient manner.
2. Design and conduct experiments to establish complex cellular assays supporting the validation of biological targets and biomarkers as well as the evaluation of small molecule inhibitors of these targets.
3. Be responsible for the validation of novel drug targets/biomarkers and cellular studies to elucidate potential mechanism(s) of action at the cellular and molecular level and subsequent drug discovery efforts.
4. Be responsible for the identification and validation of biomarkers: PD, PK/PD, efficacy and predictive biomarkers.
5. Independently define and execute best experimental strategies and lab operations to deliver interpretable data to test hypotheses, address scientific questions or technical problems and progress projects. Self-motivation and critical thinking are essential.
6. Identify and implement new technologies and help establish infrastructure (internal/external) to enable strategy implementation and execution.
7. Work collaboratively within an inter-disciplinary team including Chemistry, ADMET, Chemo/Bio-informatics and/or CROs to validate targets, evaluate compounds and explore the therapeutic potential of drug candidates.
8. Have the flexibility and ability to work on several projects simultaneously and to meet tight deadlines, as well as a desire to work in a highly paced and collaborative team environment. The ability to work in close collaboration with external partners including pharma will be necessary/expected.
9. 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.
10. Contribute to the preparation of manuscripts on scientific work for internal or external communication, and present work at national and international conferences

## GENERAL ROLE RESPONSIBILITIES:

<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>	Ensure training has been received before undertaking specific duties and that all training is recorded in training records.
<b>Human Resource Management</b>	Adhere to all HR policies and procedures, to include all absence policies and procedures.
<b>Communication</b>	Communicate within your own department to ensure that all relevant information is forwarded to the appropriate personnel on a regular and timely basis. 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 objectives 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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LOCATION:	Belfast
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RESPONSIBLE FOR (PEOPLE):	N/A

	ESSENTIAL REQUIREMENT	DESIRABLE REQUIREMENT	ASSESSMENT METHOD
	PhD in cellular/molecular biology, biochemistry or another relevant life science discipline.	Postdoctoral experience in cellular biology, biomarker evaluation and identification, or any relevant life science discipline.	Application Form and Documentary Evidence
	<p>Several years of relevant experience in a drug discovery setting in academia, a pharmaceutical or biotechnology company.</p> <p>Significant work experience in the fields of cellular/molecular biology, biochemistry or another relevant life science discipline.</p> <p>Strong scientific background and extensive hands-on experience in cellular assay development, applying multiple cellular assay technologies and spectroscopic detection methods.</p> <p>Excellent scientific background and expertise in cell/molecular biology</p> <p>Experimental knowledge and track record of setting up and implementing target</p>	<p>Broad knowledge and experience in key areas of biology and disease conditions. An understanding of ubiquitin biology &amp; ubiquitination processes would be an advantage.</p> <p>A comprehensive understanding of current and evolving target validation platforms and technologies to support new target validation approaches (e.g. CRISPR/Cas9) would be an advantage.</p> <p>Prior experience in cell biology techniques incl. proliferation, cell death, flow cytometry, live cell imaging, high content imaging, and microscopy would be considered advantageous.</p> <p>Experience in designing <i>in vivo</i> proof of concept experiments using pre-clinical models.</p> <p>Strong data analysis and</p>	Application Form and Interview

	<p>validation strategies</p> <p>Ability to work collaboratively in a high paced environment where delivery and scientific quality are key performance indicators.</p>	<p>computer skills are required. Previous experience of using and/or developing databases as well as bioinformatics skills would be desirable.</p> <p>Demonstrated ability to successfully lead and develop research associates.</p> <p>Have a passion for drug discovery and a sense of urgency to find new medicines to benefit patients affected with life-threatening diseases.</p>	
	<p>A proactive self-starter with excellent scientific, organisational and multitasking skills.</p> <p>Show outstanding motivation, creativity, analytical thinking and a high level of scientific commitment and strong work ethic.</p> <p>Have the ability to think independently, be stimulated by innovation and able to develop original solutions to problems.</p> <p>Be detail-oriented and fully committed to teamwork.</p> <p>Have excellent interpersonal and communication skills (both oral and written).</p>		<p>Application Form and Interview</p>



## 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