



JOB DESCRIPTION

DATE:	September 2020
POSITION:	Post-Doctorate Researcher / Research Fellow (PDRF)
BUSINESS UNIT:	Almac Discovery
LOCATION:	Health Sciences Building, 97 Lisburn Road, Belfast
REPORTING TO:	Dr. Xavier Jacq
RESPONSIBLE FOR (PEOPLE):	None

OVERALL ROLE OBJECTIVE:

The post holder will be required to initiate, develop and manage high level research projects in line with the objectives of BREATH (INTERREG VA). This position will involve working as an active member of the cross-border research consortium, with a specific focus on targeting deubiquitinases (DUBs) to develop new treatments for airways disease, including chronic obstructive pulmonary disease (COPD). The successful applicant will be based in Almac Discovery's state of the art laboratories on the Life Sciences Campus at Queen's University, Belfast, and be involved in target identification and validation of DUBs in airways diseases, including running CRISPR-based screens in disease relevant cellular systems, as well as using novel DUB inhibitors to interrogate new biological pathways of importance in airways disease.

JOB SPECIFIC RESPONSIBILITIES:

The post holder will:

1. Design and conduct experiments to identify novel targets, new biological mechanisms, and novel compounds with the potential to translate into innovative therapies for airways disease
2. Be responsible for the validation of novel drug targets and follow-up studies to elucidate potential mechanisms of action at the cellular and molecular level.
3. Be responsible for the development and execution of novel <i>in vitro</i> assays, and, where needed, their use in routine compound screening and profiling activities.
4. Be responsible for designing, developing and implementing cellular assays and models for the characterization of cellular phenotypes to support target validation and drug discovery efforts (i.e. compound mechanism of action, selectivity, context ID etc.).
5. 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.
6. Use CRISPR gene-editing technology to validate DUBs involved in airway diseases in disease relevant cellular systems.
7. Keep abreast of pertinent scientific literature in order to recommend new process/procedure as needed. You will be expected to drive scientific and technical innovation.

8. Work seamlessly as part of a multi-functional team and participate and contribute to project team meetings. Analysis and presentation of experimental data (internally, externally as required).
9. Carry out administrative tasks associated with the research project/s as required, to ensure projects are completed in a timely fashion and within budget.
10. Maintain laboratory equipment and facilities, as required.
11. Comply with all Health and Safety procedures.

PLANNING AND ORGANISING:

- Independent planning of own day-to-day activity and short term (1-3 months) planning of work within the framework of the agreed research programme.
- Coordinate and liaise with other members of the research group to ensure project progress.
- Help coordinate and support activities around manuscript preparation for publication, prepare presentations and posters for conferences.

RESOURCE MANAGEMENT RESPONSIBILITIES (e.g. People, Finance, Equipment):

- Support the development and training of support staff and students as appropriate by making available their research experience and expertise.
- Take shared responsibility for the upkeep of lab equipment and replenishment of lab stocks and exercise due diligence when using equipment.

INTERNAL AND EXTERNAL RELATIONSHIPS:

- Communicate interactively with lab colleagues to disseminate and discuss the latest research findings/results.
- Develop contacts with other labs within the consortium and look to identify potential cross-discipline collaborations.
- Work collaboratively with external academic/industrial partners and CROs (as and when required).

GENERAL ROLE RESPONSIBILITIES:

Health & Safety	Understand Company's Health & Safety Policy and follow all company HSE procedures. Report all accidents or any unsafe conditions in the work place.
Training and Development	Ensure training has been received before undertaking specific duties and that all training is recorded in training records.
Human Resource Management	Adhere to all HR policies and procedures, to include all absence policies and procedures.
Communication	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.
Equal Opportunities	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.
Core Competency Framework	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.

PERSON SPECIFICATION

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EMPLOYEE SPECIFICATION

Post

	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Education and Qualifications	PhD in biology, biochemistry, molecular / cellular biology or another relevant life science discipline	Experience in an area relevant to airways disease	CV
Research and Associated Activities	Excellent scientific background and expertise Experimental knowledge and hands-on experience in target identification and/or validation and molecular / cellular biology	Experience in an area relevant to ubiquitin drug discovery Experience of CRISPR gene-editing technology Familiar with assay design and set-up of <i>in vitro</i> assays relevant to drug discovery	CV, Interview, presentation
Management, Administration, and Contribution to the Community.	Record of publication of research in peered reviewed journals.		CV and Interview
Other Skills/Knowledge	Good organizational skills and work ethic combined with high scientific rigour and significant attention to detail. Ability to independently		Application/CV and Interview

	<p>develop, optimize and deploy research activities, as a member of a closely collaborative team.</p> <p>Ability to work independently and prioritise research experiments in order to meet deadlines and targets.</p> <p>Desire to work cooperatively with others (colleagues or external partners) and be an active member of a multi-functional team to contribute to organizational and team goals.</p>		
Presentation	<p>Excellent oral and written communication skills</p> <p>Ability to communicate complex information clearly.</p>	Ability to participate in internal and external networks and research presentations (when/as required).	CV and Interview
Personal Qualities	<p>Team worker, highly motivated, creative and ability to assess and organise resources.</p> <p>Must demonstrate a true commitment to and interest in research</p>		CV and interview
Special Factors and Other Requirements	Must be willing to work irregular hours when necessary for the progress of the research project.	Must be willing and able to travel to external meetings and/or conferences when required.	Interview



ALMAC CORE COMPETENCIES

COMPETENCY	BEHAVIOUR	ASSESSMENT METHOD
RESULTS DELIVERY	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
PROACTIVE SOLUTIONS	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
LEADS BY EXAMPLE	Promotes a clear vision and mission. Acts as a positive role model for the organisation, fostering a climate of teamwork and development.	Interview
COMMUNICATION	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
CUSTOMER FOCUS	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
JOB SPECIFIC KNOWLEDGE	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