

**BSMS****1 Advertisement**

**Post Title:** Lecturer or Senior Lecturer in Cancer Research (Haemato-oncology)

**School/department:** Brighton and Sussex Medical School, Department of Clinical and Experimental Medicine

**Hours:** full time or part time hours considered up to a maximum of 1.0 FTE

Requests for flexible working options will be considered (subject to business need).

**Contract:** permanent

**Reference:** 9623

**Salary:** starting at £43,414 to £51,805 per annum for lecturer or £53,353 to £61,823 per annum for senior lecturer, pro rata if part time.

**Placed on:** 01 November 2022

**Closing date:** 30 November 2022. Applications must be received by midnight of the closing date.

**Expected Interview date:** TBC

**Expected start date:** ASAP

Applications are invited for the post of Lecturer or Senior Lecturer in Cancer Research (non-clinical) at Brighton and Sussex Medical School (BSMS).

We are looking to recruit a scientist with a strong background in the field of cancer research, with a specific focus on haemato-oncology. The appointee will join our internationally recognised haemato-oncology research team and will contribute to both the research and teaching activities of the School. Consequently, we are looking for an individual with an exciting research agenda that is complementary to our existing activities, with the strong potential to produce high-quality research outputs and secure grant funding. The post will be filled at Lecturer B or Senior Lecturer depending on the experience of the successful applicant.

The successful candidate will have a track record of research in haemato-oncology exemplified by a strong publication record, evidence of collaborations and ideally some experience of student supervision. Applicants at Senior Lecturer level will be also expected to have a track record of grant capture.

The Haemato-oncology group is a successful collaborative partnership between clinicians and scientists. The laboratory-based 'Pepper Team' (<https://www.pepper.science>) and computational systems biology 'Mitchell Team' (<https://mitchell.science>) currently represent the two largest groupings. Our main areas of expertise are in modelling the tumour microenvironment, understanding the role of NF- $\kappa$ B in disease progression and the development of drug resistance and the pre-clinical evaluation of novel targeted agents. The team currently works on Chronic Lymphocytic Leukaemia, Acute Myeloid Leukaemia, Diffuse Large B Cell

Lymphoma and Malignant Myeloma, but we are open to recruiting an individual with an interest in other haematological cancers. The successful candidate will benefit from our strong network of national and international collaborators and our established links with academic medicinal chemists and pharmaceutical companies. We are seeking a candidate who will complement our current research strengths and bring innovative ideas and techniques that can synergise with the existing team. The successful candidate will have the exciting opportunity to help shape the future development of our dynamic haemato-oncology research team at BSMS.

The post is part of the continued investment in clinical and basic cancer research at BSMS and Brighton and Sussex University Hospital Trust (BSUHT). The successful candidate will be based in the Medical Research Building at BSMS, University of Sussex Campus and will be expected to contribute to both the teaching and research agendas of the School. The successful applicant will contribute to teaching in the top-ranked BSMS undergraduate medical degree course. The appointee will be expected to possess, or be willing to work towards obtaining, a recognised teaching qualification. However, extensive lecturing experience is not essential as support will be provided to ensure that the appointee is able to deliver teaching to the exacting standards required.

Please contact Professor Chris Pepper ([c.pepper@bsms.ac.uk](mailto:c.pepper@bsms.ac.uk)), Professor Andrea Pepper ([a.pepper@bsms.ac.uk](mailto:a.pepper@bsms.ac.uk)) or Dr. Simon Mitchell ([s.a.mitchell@BSMS.ac.uk](mailto:s.a.mitchell@BSMS.ac.uk)) at Brighton and Sussex Medical School.

The University is committed to equality and valuing diversity, and applications are particularly welcomed from women and black and minority ethnic candidates, who are under-represented in academic posts in Science, Technology, Engineering, Medicine and Mathematics (STEMM) at Sussex.

*Please note that this position may be subject to [ATAS clearance](#) if you require visa sponsorship.*

For full details and how to apply see our [vacancies page](#),  
[www.brighton.ac.uk/jobs](http://www.brighton.ac.uk/jobs)    [www.bsms.ac.uk](http://www.bsms.ac.uk)

*The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.*

## **2. The School / Division**

Please find further information regarding the school/division at  
<https://www.bsms.ac.uk/index.aspx>

## **3. Job Description**

Job Description for the post of: Lecturer or Senior Lecturer in Cancer Research (Haemato-oncology, non clinical)

**Department:** Department of Clinical and Experimental Medicine

**Section/Unit/School:** Brighton and Sussex Medical School.

**Location:** Medical Research Building

**Grade:** Lecturer, Grade 8 or Senior Lecturer, Grade 9

**Responsible to:** Professor Chris Pepper

**Responsible for:** Post Doctoral Researchers, PhD students other students.

The post will be filled at the level of Lecturer or Senior Lecturer, depending on the experience of the successful applicant. The appointee will join our internationally recognised Haemato-oncology research team and will contribute to both the research and teaching activities of the School. Consequently, we are looking for an individual with an exciting research agenda that is complementary to our existing activities, with the strong potential to produce high-quality research outputs and secure grant funding.

From an academic perspective, this post will be based in the Department of Clinical and Experimental Medicine at BSMS. Cancer represents a major strategic priority for BSMS reflecting our interest in basic, translational and clinical oncology. The successful candidate will have a track record of research in the field of haemato-oncology exemplified by a strong publication record and ideally some previous experience of student supervision. Applicants at Senior Lecturer level will be also expected to have a track record of grant capture.

The Haemato-oncology group is a successful collaborative partnership between clinicians and scientists. The laboratory-based 'Pepper Team' (<https://www.pepper.science>) and computational systems biology 'Mitchell Team' (<https://mitchell.science>) currently represent the two largest groupings. Our main areas of expertise are in modelling the tumour microenvironment, understanding the role of NF- $\kappa$ B in disease progression and the development of drug resistance and the pre-clinical evaluation of novel targeted agents. The team currently works on Chronic Lymphocytic Leukaemia, Acute Myeloid Leukaemia, Diffuse Large B Cell Lymphoma and Malignant Myeloma, but we are open to recruiting an individual with an interest in other haematological cancers. The successful candidate will benefit from our strong network of national and international collaborators and our established links with academic medicinal chemists and pharmaceutical companies. We are seeking a candidate who will complement our current research strengths and bring innovative ideas and techniques that can synergise with the existing team. The successful candidate will have the exciting opportunity to help shape the future development of our dynamic haemato-oncology research team at BSMS. The post-holder will primarily contribute to the Haemato-oncology research portfolio but also will be expected to contribute high-quality teaching on our successful BMBS course. The appointee will also be expected to be involved in teaching and supervision of post-graduate students within their area of specific expertise.

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## **PRINCIPAL ACCOUNTABILITIES**

1. To engage in individual and/or collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; and develop research funding and knowledge exchange income individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.
2. To deliver and contribute to the design of high-quality teaching programmes to attract students.
3. To contribute fully to the School and University by participating in meetings, working groups, committees and other School and University activities.

## **KEY RESPONSIBILITIES**

### **1. Research, Scholarship & Enterprise**

- 1.1 Develop research proposals with the potential to make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.
- 1.2 Conduct research projects individually and/or in collaboration with others.
- 1.3 Analyse and interpret research findings and draw conclusions on the outcomes.
- 1.4 Produce high-quality research outputs that have significant impact in the field, for publication in high-quality journals and make a significant contribution to the School's REF submission at acceptable levels of volume and academic excellence.
- 1.5 Make presentations at national or international conferences or exhibit work in other appropriate events of a similar standing, and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
- 1.6 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.

- 1.7 Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.
- 1.8 Provide academic leadership to those working within relevant research areas.
- 1.9 Be proactive in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- 1.10 Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.
- 1.11 Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.
- 1.12 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 1.13 Conduct risk assessments and take responsibility for the health and safety of others, if required.

## **2. Teaching & Student Support**

- 2.1 Contribute to the planning, delivery and assessment of high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
- 2.2 Develop high-quality inclusive teaching materials, methods and approaches using appropriate technology; take responsibility for their quality, and ensure that they meet defined learning objectives.
- 2.3 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- 2.4 Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study.
- 2.5 Develop and maintain an understanding of appropriate pedagogy in the subject area.

- 2.6 Supervise the work of undergraduate and taught postgraduate students, providing them with advice on study skills.
- 2.7 Undertake and complete administrative duties required in the professional delivery of teaching.
- 2.8 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 2.9 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

## **1. Contribution to School & University**

- 3.1 Attend and contribute to School meetings.
- 3.2 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- 3.3 Assist with undergraduate and postgraduate recruitment.
- 3.4 Participate in School or University working groups or committees, as required.
- 3.5 Undertake additional administrative duties, as required by the Head of School.

## **4. Role-specific duties**

- 4.1 Integrate into the Haemato-oncology research team and contribute to the supervision and management of junior team members including MD/PhDs and fellows.
- 4.2 Work with the existing Haemato-Oncology team to develop effective collaborations with clinical units and basic science laboratories within the region and more widely to optimise performance and potential to obtain dedicated grant funding.
- 4.3 Contribute to laboratory management duties and attend MRB safety and management meetings.
- 4.4 Assume responsibility of the Haemato-oncology team in the absence of senior team members.

## INDICATIVE PERFORMANCE CRITERIA

- Success in obtaining competitive/peer reviewed research support funding or collaboration in significant research projects with institutions of equivalent standing.
- Consistent track record of publishing research in high-quality journals.
- Other forms of externally recognised professional practice or creative output, of a standing equivalent to regular publication of original research.
- Initiating, developing or participating in links between the University and external bodies such as business and industry, the professions, community organisations and policy-makers.
- Pursuing a line of high-quality independent scholarly research appropriate to the discipline.
- Evidence of successful engagement in PhD supervision as appropriate to the discipline.
- Efficient and effective contribution to academic support duties within the School or the University.
- High quality teaching performance across a range of teaching activities, at different levels (year 1 undergraduate to postgraduate) appropriate to the discipline; as evidenced by surveys, questionnaires and peer review.
- Evidence of skill in assessment and feedback techniques, and using a range of methods for evaluating the effectiveness of teaching.
- Delivering a teaching load in line with School expectations.
- Evidence of applying knowledge arising from research and scholarship to enhance teaching practice.
- Evidence of active engagement in advising students and proactively responding to problems experienced by students.
- Completion, within a reasonable period of time, of a recognised higher education teaching qualification.

#### **4. Person Specification**

##### **Essential Criteria**

1. Educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Evidence of engagement in high-quality, productive, research activity.
3. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
4. Ability to work individually on own initiative and without close supervision, and as part of a team.
5. Commensurate with the level of appointment, show evidence of teaching experience.
6. Excellent interpersonal skills, with the ability to engage with students using a variety of teaching methods.
7. Ability to exercise a degree of innovation and creative problem-solving.
8. Excellent organisational and administrative skills.
9. Ability to prioritise and meet deadlines.
10. Excellent IT skills, with the ability to produce high-quality, inclusive learning materials.

##### **Essential Role-Specific Criteria**

1. Postgraduate degree at Doctorate level, or other equivalent qualification.
2. For appointment at Lecturer, demonstrate an emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing. For appointment at Senior Lecturer, show a consistent track record of high-quality publications in reputable journals and other appropriate media of similar standing.
3. For appointment at Lecturer, show strong potential to be competitive for externally funded grant applications, including personal Fellowships. For appointment at the level of Senior Lecturer, show evidence of a successful track record of grant capture.
4. Some experience of teaching/training/mentorship consistent with career stage.



5. Evidence of a competence in a wide range of laboratory-based skills.
6. Evidence of successful collaboration as part of interdisciplinary teams.
7. Evidence of critical thinking and strong analytical skills.

**Desirable Criteria**

1. A recognised higher education teaching qualification.
2. Experience of working with human tissue and HTA regulation
3. Experience of generating research or knowledge exchange income.
4. Experience in laboratory management.
5. Experience of supervision of laboratory-based doctoral students.