

## Job Description and Selection Criteria

<b>Job title</b>	Novo Nordisk Postdoctoral Research Fellow (4 Posts)
<b>Division</b>	Medical Sciences Division
<b>Department</b>	Radcliffe Department of Medicine, University of Oxford
<b>Location</b>	<ol style="list-style-type: none"> <li>1. The Kennedy Institute of Rheumatology, Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences</li> <li>2. Nuffield Department of Clinical Neurosciences</li> <li>3. Division of Cardiovascular Medicine, Radcliffe Department of Medicine (RDM)</li> <li>4. Department of Physiology, Anatomy and Genetics</li> <li>5. Department of Chemistry</li> <li>6. Department of Statistics</li> <li>7. Novo Nordisk Research Centre Oxford</li> </ol>
<b>Grade and salary</b>	Grade 7: £38,674 - £46,913 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term (36 months)
<b>Reporting to</b>	To be confirmed on appointment, dependent upon project selected.
<b>Vacancy reference</b>	178554
<b>Additional information</b>	Interviews will be held on Thursday 3 July 2025. Applicants shortlisted for an interview will be notified approximately two weeks in advance.
<b>Research topic</b>	Diabetes, obesity, cardiovascular diseases, and other cardiometabolic conditions.
<b>Principal Investigator / supervisor</b>	A list of principal investigators and available projects is on the following page.
<b>Project team</b>	N/A
<b>Project web site</b>	<a href="http://www.rdm.ox.ac.uk/novo-nordisk-fellowships">www.rdm.ox.ac.uk/novo-nordisk-fellowships</a>
<b>Funding partner</b>	The funds supporting this research project are provided by Novo Nordisk.

## The role

In 2013, Novo Nordisk established a prestigious international fellowship programme with the University of Oxford. The programme supports research fellows to undertake pioneering early-stage scientific research in diabetes, obesity, cardiovascular diseases, and other cardiometabolic conditions, with the goal to ultimately bring benefit to patients. It also supports the development of a new generation of talented international leaders in these fields.

At the University of Oxford, world-class research is conducted across the spectrum of population, clinical and basic science. Each fellow undertakes a cutting-edge research project, guided by leading scientists at the University of Oxford and Novo Nordisk.

To date, the programme has funded 44 fellows across 10 University departments. We are now seeking to recruit four more outstanding postdoctoral researchers.

The fellowship programme is coordinated by the Radcliffe Department of Medicine (RDM) but fellows will be based in one of the following departments, depending on the project:

1. The Kennedy Institute of Rheumatology ([KIR](#)), Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences ([NDORMS](#))
2. Nuffield Department of Clinical Neurosciences ([NDCN](#))
3. Division of Cardiovascular Medicine ([CVM](#)), Radcliffe Department of Medicine (RDM)
4. Department of Physiology, Anatomy and Genetics ([DPAG](#))
5. Department of Chemistry ([chem.ox.ac.uk](#))
6. Department of Statistics ([stats.ox.ac.uk](#))

Novo Nordisk has multiple research facilities, including Novo Nordisk Research Centre Oxford (NNRCO) and a centre in Denmark. For more information on NNRCO, please visit: [NNRCO Research Centre](#).

During the fellowship, fellows will have the opportunity to spend time at Novo Nordisk's research facilities in Oxford (NNRCO) and in the Copenhagen area, Denmark. This will provide valuable insight into research across both academia and industry. Additionally, to foster greater coherence within the fellowship programme, a few events, including gatherings and symposia, will be held throughout the year in both Oxford and Denmark, with fellows expected to participate.

Towards the end of the fellowship, fellows will have the opportunity to apply for the competitively awarded 'Springboard Fellowship', available to one fellow per cohort. This provides up to two years of additional funding to complete a particularly impactful aspect of their research and/or build collaborations to further their career development. The Springboard Fellow will also receive enhanced mentorship and tailored professional development activities.

Postdoctoral Research Fellows are expected to start in autumn 2025, though some flexibility with the start date may be possible if needed.

## Research Projects

The following 8 projects are available:

Principal Investigators	Project Title
Prof Jason Lerch, Prof Rogier Mars, Dr Kamila Szulc-Lerch, Dr Giorgio Caratti <sup>1</sup> , Dr Chenxi Qin <sup>1</sup>	Decoding Neurobiological and Genetic Mechanisms of Obesity Through Big Data and Cross-Species Studies of Brain Structure and Function
Assoc Prof Calliope Dendrou, Prof Mark Coles, Prof Christopher Buckley, Dr Cesar Medina <sup>1</sup>	Fibrosis Unmasked: A Metabolic Cell Odyssey Across Tissues and Diseases
Prof Keith Channon, Prof Leanne Hodson, Dr Giorgio Caratti <sup>1</sup>	Harnessing environmental redox stresses to identify new metabolic signalling pathways causing Metabolic Dysfunction-Associated Steatotic Liver Disease (MASLD)
Dr Filipa Simões, Dr Andrew Lewis, Assoc Prof Chris Toepfer, Dr Julia Krause <sup>1</sup>	Human Cardiac Organoid Models to Understand and Target Macrophage-Mitochondrial Communication in Failing Hearts
Dr Gareth Purvis, Prof Keith Channon, Dr Kate M Herum <sup>1</sup>	Inflammatory residual risk in CVD
Prof Yimon Aye, Dr Filipa Simões, Dr Luke Haslett <sup>1</sup>	Interrogating Precision Metabolite Signaling Actions Promoting Cardiovascular Health & Translation
Prof Nicola Smart, Prof Kim Dora, Assoc Prof Anuj Goel, Dr Nils Rorsman <sup>1</sup>	Investigating smooth muscle phenotypic transition in human vascular disease to identify disease-promoting mechanisms, prognostic biomarkers and therapeutic targets
Dr Fergus Imrie, Prof Charlotte Deane, Dr Christos A Nicolaou <sup>1</sup>	Machine Learning Approaches for Targeted Fragment Library Design and Experimental Optimisation in Cardiometabolic Drug Development

<sup>1</sup> Supervisor from Novo Nordisk

Full details on each project can be found at: [www.rdm.ox.ac.uk/research-projects](http://www.rdm.ox.ac.uk/research-projects)

**As part of your application, you must select up to three of the projects, ranking them in order of preference. You should indicate your preferences in your supporting statement, giving reasons for your particular selections.** If your application is successful, we will aim to assign you your first choice of project, but this cannot be guaranteed. Further details on what to include in your supporting statement can be found in the 'How to apply' section below.

## Responsibilities

- Plan, manage and conduct an agreed academic research project and associated activities; taking direction from the Principal Investigator and other colleagues in the research group as appropriate.
- Test hypotheses and analyse scientific data from a variety of sources, reviewing and refining working hypotheses as appropriate.
- Develop research questions, analyse detailed and complex qualitative and/or quantitative data from a variety of sources, and contribute original ideas for new research projects.
- Coordinate multiple aspects of work to deliver novel research data in accordance with established timelines set between you and the Principal Investigator.
- Develop ideas for generating research income, and present detailed research proposals to senior researchers.
- Adapt existing and develop new scientific techniques and experimental protocols to support research.
- Regularly contribute to or write research articles at an international level for peer-reviewed journals, book chapters and reviews.
- Formally present your research and represent the research group at internal, national and international conferences and meetings; either with other members of the team or alone. Informally present your research to the group at established meetings.
- Input scientifically into the research group both at meetings and practically where requested or appropriate.
- Carry out collaborative projects with colleagues in partner institutions, and research groups, in accordance with the Principal Investigator's requirements.
- Act as a source of information and advice to other members of the group on scientific protocols and experimental techniques.
- Take on other tasks or duties assigned by the Principal Investigator as required.

## Selection criteria

### Essential selection criteria

1. A PhD/DPhil (completed or close to completion) in a biomedical or relevant field, with demonstrated skills and experience applicable to biomedical research.
2. No more than four years of postdoctoral experience as of 31 October 2025. Allowances will be made for career breaks. We consider postdoctoral experience as any periods spent in research after you passed your PhD/DPhil viva.
3. A proven track record of high-quality research, commensurate with the level of experience, demonstrated through: 1) publications (or accepted papers) in peer-reviewed journals, including first-author research papers, where possible; 2) presentations at international conferences; 3) awards, prizes, or other recognition of research achievements.
4. An enthusiastic interest in the selected research projects.
5. Demonstrable evidence of independent intellectual and practical contributions to previous research projects, including original ideas, and a deep understanding of the research areas relevant to those projects.
6. Evidence of excellent communication abilities, including: 1) effective interaction with colleagues and the wider research community; 2) confident and clear presentation of research ideas and results (written, oral, and visual).

7. Ability to independently plan, execute, and manage research with strong attention to detail.
8. A conscientious and enthusiastic working approach.

#### Desirable selection criteria

1. Previous experience of research related to the project(s) selected.
2. Evidence of securing or contributing to grant funding applications.
3. Experience of supervising or mentoring students or junior researchers.
4. Demonstrable evidence of positive contributions to the academic community, such as participating in departmental committees, organising journal clubs or seminars, or engaging in equality, diversity, and inclusion (EDI) initiatives.

#### Pre-employment screening

##### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

##### Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties may involve the following, depending on the research project selected:

- Night working (11pm-6am)
- Lone Working
- Working with Ionising Radiation
- Working with category 3b or 4 lasers (laser safety class)
- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- Work with allergens, Eg laboratory animals, pollen, dust, fish or insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:



- Travel outside of Europe or North America on University Business

## Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- A satisfactory basic Disclosure and Barring Service check or University overseas security check, due to working in a research environment where the postholder may have knowledge or information concerning animal research and/or other knowledge of pathogens and toxins.
- University security screening (eg identity checks).



## About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

## Novo Nordisk

Novo Nordisk is a leading global healthcare company, founded in 1923 and headquartered in Denmark. Our purpose is to drive change to defeat serious chronic diseases, built upon our heritage in diabetes. We do so by pioneering scientific breakthroughs, expanding access to our medicines, and working to prevent and ultimately cure disease. Novo Nordisk employs more than 77,000 people in 80 countries and markets its products in around 170 countries.

For more information, please visit: [www.novonordisk.com](http://www.novonordisk.com).

## Medical Sciences Division

The Medical Sciences Division is one of the four academic divisions of the University of Oxford. The division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: <http://www.medsci.ox.ac.uk>

## Mathematical, Physical and Life Sciences Division

The Mathematical, Physical and Life Sciences (MPLS) Division is one of the four academic divisions of the University of Oxford.

The MPLS Division's ten departments span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. The division provides a framework for interdisciplinary teaching and research. There are also links with the Medical Sciences Division.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

For more information please visit: <http://www.mpls.ox.ac.uk/>

## Informal Enquiries

Informal enquiries about the position should be directed to [nn.fellowships@rdm.ox.ac.uk](mailto:nn.fellowships@rdm.ox.ac.uk).

## How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description and your interest/suitability for the selected research projects.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants). **It should also contain your ranking of up to three projects that you are interested in, giving reasons for your particular selections.**

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

**Interviews will be held on Thursday 3 July 2025.** Applicants shortlisted for an interview will be notified approximately two weeks in advance.

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full-time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.



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## Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application and email a copy to [rdm-strategic-hr@rdm.ox.ac.uk](mailto:rdm-strategic-hr@rdm.ox.ac.uk) to notify us of your priority status.

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## If you need help

Application FAQs, including technical troubleshooting advice is available at:

<https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly: [rdm-strategic-hr@rdm.ox.ac.uk](mailto:rdm-strategic-hr@rdm.ox.ac.uk).

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

## Important information for candidates

### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

**Please note that as part of the shortlisting process, your application may be shared with Novo Nordisk. Novo Nordisk will only retain the applications of successful applicants solely for the duration of their fellowship projects; applications of unsuccessful applicants will be deleted promptly following selection of the new fellows.**

## The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70<sup>th</sup> birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

## Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.



## Benefits of working at the University

### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See <https://hr.admin.ox.ac.uk/staff-benefits>

### Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more <https://staff.admin.ox.ac.uk/health-assured-eap>

### University Club and sports facilities

Membership of the University Club is free for University staff. It offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

### Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see <https://hr.web.ox.ac.uk/family-leave>). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See <https://childcare.admin.ox.ac.uk/>.

### Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at <https://edu.admin.ox.ac.uk/disability-support>. For information about how we support those going through menopause see <https://hr.admin.ox.ac.uk/menopause-guidance>

### Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at <https://edu.admin.ox.ac.uk/networks>

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).

### Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more <https://www.ox.ac.uk/research/support-researchers/researcher-hub>

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more <https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society>