

### Job Description and Selection Criteria

<b>Job title</b>	Novo Nordisk Postdoctoral Research Fellow (5 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. Institute of Developmental and Regenerative Medicine</li> <li>2. Department of Physiology, Anatomy and Genetics</li> <li>3. Sir William Dunn School of Pathology</li> <li>4. Department of Chemistry</li> <li>5. Department of Engineering Science</li> <li>6. Division of Cardiovascular Medicine, Radcliffe Department of Medicine (RDM)</li> <li>7. Nuffield Department of Clinical Neurosciences</li> <li>8. Oxford Centre for Diabetes, Endocrinology and Metabolism, RDM</li> <li>9. The Kennedy Institute of Rheumatology</li> <li>10. Novo Nordisk Research Centre Oxford</li> </ol>
<b>Grade and salary</b>	Grade 7: £36,024 - £ 44,263
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term (3 years)
<b>Reporting to</b>	To be confirmed on appointment, dependent upon project selected.
<b>Vacancy reference</b>	171279
<b>Additional information</b>	Interviews will be held on 10 June 2024
<b>Research topic</b>	Diabetes and other cardiometabolic diseases
<b>Principal Investigator / supervisor</b>	A list of principal investigators and the projects that are available are listed below
<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
<b>Recent publications</b>	See above website.

## The role

In 2013, Novo Nordisk established a prestigious international fellowship programme with the University of Oxford. The fellowship programme is focused on research in diabetes, cardiometabolism, liver and renal disease. It aims to support the development of a new generation of exceptional early career researchers, who will become future leaders in the field, while further developing scientific excellence and ultimately improving the lives of patients.

In Oxford, world class research in diabetes and other cardiometabolic diseases is conducted across the spectrum of population, clinical and basic science and the fellowship projects on offer span this spectrum. Each fellow undertakes a cutting-edge research project in Oxford, supervised by the University's world-leading scientists. Each fellowship project is also assigned a supervisor or mentor at Novo Nordisk.

To date, we have recruited 39 fellows in this programme and we are looking to recruit another five 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 selected:

1. Institute of Developmental and Regenerative Medicine ([IDRM](#))
2. Department of Physiology, Anatomy and Genetics ([DPAG](#))
3. Sir William Dunn School of Pathology ([path.ox.ac.uk](#))
4. Department of Chemistry ([chem.ox.ac.uk](#))
5. Department of Engineering Science ([eng.ox.ac.uk](#))
6. Division of Cardiovascular Medicine ([cardiov.ox.ac.uk](#)), (RDM)
7. Nuffield Department of Clinical Neurosciences ([ndcn.ox.ac.uk](#))
8. Oxford Centre for Diabetes, Endocrinology and Metabolism, ([OCDEM](#), RDM)
9. The Kennedy Institute of Rheumatology ([kennedy.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: [www.novonordisk.com/science-and-technology/research-and-technology-centres/oxford-research-centre.html](http://www.novonordisk.com/science-and-technology/research-and-technology-centres/oxford-research-centre.html)

It is anticipated that during the fellowship, fellows will have the opportunity to spend some time in Novo Nordisk's research facilities in Oxford (NNRCO) and also in the Copenhagen area of Denmark. Thus, fellows will get an insight into research in both academia and industry. Additionally, in order to increase coherence around the fellowship programme, a number of events will be held throughout the year such as gatherings, symposia, etc. which the fellows will attend, in both Oxford and Denmark.

It is our intention that the Postdoctoral Research Fellowships will start in the autumn of 2024, though some flexibility with the start date might be possible.

## Research Projects

The following 10 projects are available:

Principal Investigators	Project Title
Prof Nicola Smart, Associate Prof Gillian Douglas, Prof Kim Dora, Dr Nils Rorsman <sup>1</sup>	A multi-omic 'meta-analysis' of the smooth muscle phenotypic transition in vascular disease to identify disease-promoting mechanisms, prognostic biomarkers and therapeutic targets.
Prof Molly Stevens, Prof Paul Riley, Prof Georg Holländer <sup>2</sup>	Engineering human cardiac organoids at scale to accelerate in vitro cardiovascular research
Dr Sally Cowley, Dr Kevin Gonzales <sup>1</sup>	Human induced pluripotent stem cell-derived microglial systems of the hypothalamus for high-throughput target discovery in obesity
Prof Angela Russell, Dr Jorge Correia <sup>1</sup>	Ligand-directed two-step labelling: a new technology to map the trafficking and interactome of GLUT4
Prof Philip Torr, Associate Prof Jesper Ferkinghoff-Borg <sup>1</sup> , Dr Robert Kitchen <sup>1</sup> , Dr Cesar Medina <sup>1</sup>	Navigating the genetic perturbation landscape: Multi-modal, causal representation learning for target discovery.
Dr Ioannis Akoumianakis, Prof Charalambos Antoniades <sup>2</sup>	Reprogramming insulin signalling in the human cardiovascular system
Prof Zameel Cader, Prof Laura Parkkinen, Prof David Ray, Dr Robert Kitchen <sup>1</sup> , Dr Cesar Medina <sup>1</sup>	Single cell biology of the human hypothalamus in obesity and hypertension
Prof David Ray, Prof Stuart Peirson, Prof Aiden Doherty, Prof David Hodson, Dr Wei Gan <sup>1</sup>	Sleep and circadian regulation of cardiometabolic disease
Prof Shoumo Bhattacharya, Associate Prof Gillian Douglas, Prof Claudia Monaco, Dr Luke Payne <sup>1</sup> , Dr Nils Rorsman <sup>1</sup>	Targeting the chemokine network in metabolic inflammation
Prof Claudia Monaco, Dr Lea Dib, Prof Ashok Handa, Dr Luke Payne <sup>1</sup> , Dr Giorgio Caratti <sup>1</sup> , Dr Charlotte Daly <sup>1</sup> , Dr Alexey Epanchintsev <sup>1</sup>	Targeting the transition to inflammatory lipid-associated macrophages in CVD

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

<sup>2</sup> A scientist from Novo Nordisk will be assigned as a mentor to this project

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.

## Responsibilities

- Plan, manage and conduct an agreed academic research project and associated activities; taking direction from the Principal Investigator and other colleagues in the laboratory 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

- A PhD/DPhil (completed or close to completion) in a biomedical subject, or other relevant subject, together with skills and experience relevant to biomedical research.
- Will typically have no more than three or four years of postdoctoral experience at the start of the fellowship (Autumn 2024). This condition will be relaxed proportionately for applicants who have had a career break.
- A strong CV demonstrating competence and success in the thesis research area (and postdoctoral work, if appropriate), e.g. with publications (or papers accepted) in peer reviewed journals, presentations at international meetings, and receiving academic awards/prizes. Evidence will be sought of a deep understanding of the applicant's previous fields of research and evidence of independent intellectual and practical contributions to previous research projects.
- Ability to contribute ideas for new research projects and research income generation.
- Evidence of excellent interpersonal skills and leadership, with the ability to communicate research ideas and results in a clear and logical way and the ability to confidently and effectively interact with colleagues and the broader research community.
- An enthusiastic interest in the research projects selected.
- The ability to manage your own academic research and associated activities.
- Ability to work with meticulous attention to detail.

- Communicate well in English in writing and in oral and visual presentations.
- A conscientious and enthusiastic working approach.

### Desirable selection criteria

- Previous experience of research related to the project(s) selected

## 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. 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 include the following:

- 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 (identity check)

## 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 about 63,400 people in 80 countries and markets its products in around 170 countries



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

## The Medical Sciences Division

The Medical Sciences 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 & 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 10 departments and 3 interdisciplinary units span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. Our research addresses major societal and

technological challenges and is increasingly focused on key interdisciplinary issues. We collaborate closely with colleagues in Oxford across the medical sciences, social sciences and humanities, and with other universities, research organisations and industrial partners across the globe in pursuit of innovative research geared to address critical and fundamental scientific questions.

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 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 Monday 10 June 2024**

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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.

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**, which with effect from 1 October 2023 will be 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. 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/>. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities for dependants of all types. See <https://hr.admin.ox.ac.uk/my-family-care>

### 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>