

<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>	Depending upon the project selected, the posts will be based in: <ol style="list-style-type: none"> <li>1. The Division of Cardiovascular Medicine, which is part of the Radcliffe Department of Medicine (CVM, RDM).</li> <li>2. The Kennedy Institute of Rheumatology.</li> <li>3. The Department of Physiology, Anatomy and Genetics (DPAG).</li> <li>4. Nuffield Department of Medicine (NDM).</li> <li>5. Department of Pharmacology.</li> <li>6. Nuffield Department of Population Health (NDPH).</li> <li>7. Novo Nordisk Research Centre Oxford (NNRCO).</li> </ol>
<b>Grade and salary</b>	Grade 7: £32,817 - £40,322 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term for 3 years
<b>Reporting to</b>	To be confirmed on appointment, dependent upon project selected.
<b>Vacancy reference</b>	145197
<b>Additional information</b>	Interviews will be held on Thursday 28 May 2020

<b>Research topic</b>	Diabetes, cardiometabolism, liver and renal disease
<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



Novo Nordisk is funding a prestigious fellowship programme at the University of Oxford for both basic science postdoctoral researchers and clinical research training fellows. The 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. As part of this programme, we are looking to recruit four outstanding postdoctoral researchers.

In Oxford, world class research in diabetes, cardiometabolism, liver and renal disease is conducted across the spectrum of population, clinical and basic science and the projects on offer span this spectrum. Depending on the project selected, fellows will be based in:

1. The Division of Cardiovascular Medicine (CVM, [www.cardiov.ox.ac.uk](http://www.cardiov.ox.ac.uk)), which is part of the Radcliffe Department of Medicine (RDM);
2. The Kennedy Institute of Rheumatology ([www.kennedy.ox.ac.uk](http://www.kennedy.ox.ac.uk));
3. The Department of Physiology, Anatomy and Genetics (DPAG, [www.dpag.ox.ac.uk](http://www.dpag.ox.ac.uk));
4. The Nuffield Department of Medicine (NDM, [www.ndm.ox.ac.uk](http://www.ndm.ox.ac.uk))
5. The Department of Pharmacology ([www.pharm.ox.ac.uk](http://www.pharm.ox.ac.uk)); or
6. The Nuffield Department of Population Health (NDPH, [www.ndph.ox.ac.uk](http://www.ndph.ox.ac.uk)).

Fellows that are jointly supervised by University of Oxford researchers and scientists from the new Novo Nordisk Research Centre Oxford (NNRCO, [www.novonordisk.co.uk/about-novo-nordisk-in-uk/oxford-research-centre.html](http://www.novonordisk.co.uk/about-novo-nordisk-in-uk/oxford-research-centre.html)) will also spend part of their time in the NNRCO facilities.

Based in Oxford, fellows will get to undertake a cutting edge research project, supervised by world-leading researchers. In addition, each fellow will be given a mentor in Novo Nordisk. It is anticipated that in the course of the fellowship, fellows will get to spend some time in the labs of Novo Nordisk in Copenhagen. There may also be the option to form a collaboration with the new Novo Nordisk Research Centre Oxford (NNRCO), if the fellow is not already directly supervised by scientists from NNRCO. Thus fellows will get an insight into research in both academia and industry. 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 Copenhagen.

It is our intention that the Postdoctoral Research Fellowships will start in the autumn of 2020, though some flexibility with the start date might be possible.

## Research Projects

The following eight projects are available:

Principal Investigators	Project Title
Dr Ladislav Valkovic, Dr Jack Miller, Associate Professor Oliver Rider and Professor Damian Tyler	Measuring molecules for medicine: quantifying human cardiac metabolic inflexibility in diabetic cardiomyopathy using in vivo Magnetic Resonance
Professor Claudia Monaco, Professor Irina Udalova and Dr Kenny Moore*	Crosstalk between lesional and resident vascular macrophages in atherosclerosis
Associate Professor Lisa Heather and Dr Kenny Moore*	Hypoxia-Inducible Factor: a unifying mechanism underpinning multiple diabetes complications
Professor Chris O'Callaghan and Dr Joanna Howson*	Leveraging genomic approaches and genetic associations to identify potential new drug targets in cardiometabolic disease
Professor Kim Dora and Professor William Haynes*	Patient-specific bioinformatics linking coronary microvascular structure, function and gene expression
Dr Gillian Douglas and Professor Keith Channon	Uncovering the mechanism of action for the coronary artery disease GWAS gene JCAD
Professor Cornelia van Duijn and Dr Joanna Howson*	An integrative cross-omics study of non-alcoholic fatty liver disease and non-alcoholic steatohepatitis
Dr Katherine Bull, Professor Richard Cornall and Dr Ramneek Gupta*	The cellular pathology of early kidney disease

\*supervisor from the Novo Nordisk Research Centre Oxford.

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**

- A PhD (completed or close to completion) in a biomedical subject, or other relevant subject, together with skills and experience relevant to biomedical research.
- Be no more than three years post PhD at the start of the fellowship (Autumn 2020). This condition will be relaxed proportionately for applicants who have had a career break.
- A strong CV, having published in high impact journals and presented at international meetings.
- An enthusiastic interest in the research topic.
- The ability to manage your own academic research and associated activities.
- Ability to contribute ideas for new research projects and research income generation.
- Ability to work with meticulous attention to detail.
- 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.
- Strong verbal and written communication skills.
- A conscientious and enthusiastic working approach.
- Excellent planning, organisational and problem solving skills.

### **Desirable**

- Previous experience of research related to diabetes and/or related conditions.

## **Pre-employment screening**

All offers of employment are made subject to standard pre-employment screening, as applicable to the post.

If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and 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 so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at: [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

## Hazard-specific / Safety-critical duties

This job may include the following hazards or safety-critical activities which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work:

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



## Additional security pre-employment checks

This job includes duties which will require the following security pre-employment checks:

- A satisfactory Disclosure Scotland check
- University security screening

## 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. Income from external research contracts in 2016/17 exceeded £564m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. 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).

## Radcliffe Department of Medicine

The Radcliffe Department of Medicine (RDM) within the Medical Sciences Division is one of the largest departments in the University of Oxford. Headed by Professor Hugh Watkins, RDM is a multi-disciplinary department which aims to tackle some of the world's biggest health challenges

by integrating innovative basic biology with cutting edge clinical research. The department was formed in 2012 and comprises:

- The Division of Cardiovascular Medicine (CVM)
- The Investigative Medicine Division (IMD)
- The Nuffield Division of Clinical Laboratory Sciences (NDCLS)
- The Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM)
- The majority of research groups from the MRC Weatherall Institute of Molecular Medicine (WIMM)

The department has internationally renowned programmes in a range of areas, including cardiovascular sciences, diabetes and endocrinology, immunology, haematology and pathology. Our work is underpinned by excellence in molecular medicine, stem cell biology, genomics and clinical laboratory science.

The department employs in the region of 570 staff, has around 140 postgraduate research students and has an annual turnover of around £59m of which £39m is externally funded grants and contracts.

RDM supports a culture that is inclusive and supportive of all members, including those with caring responsibilities and those who work flexibly for other reasons. We are proud to be a [family friendly department](#), and are committed to creating a working environment that offers opportunities for working parents/carers to achieve their professional goals and develop their careers without having a detrimental effect on family life. To support this, we have a range of family friendly policies and practices including maternity, paternity and adoption leave, shared parental leave and unpaid parental leave, flexible/part-time working and scheduling meetings within core hours (9.30am - 2.30pm). Many of our staff work flexibly, with arrangements managed informally or formally.

The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Bronze Athena SWAN award. RDM holds a departmental Silver Athena SWAN award in recognition of our efforts to introduce organisational and cultural practices that promote gender equality in SET to create a better working environment for both men and women.

For more information on the department please visit: [www.rdm.ox.ac.uk](http://www.rdm.ox.ac.uk)

## **Novo Nordisk**

Novo Nordisk is a global healthcare company with more than 95 years of innovation and leadership in diabetes care. This heritage has given us experience and capabilities that also enable us to help people defeat other serious chronic diseases: haemophilia, growth disorders and obesity.



Headquartered in Denmark, Novo Nordisk employs approximately 42,200 people in 80 countries and markets its products in more than 170 countries.

For more information please visit: [www.novonordisk.com/about-novo-nordisk.html](http://www.novonordisk.com/about-novo-nordisk.html) and [www.novonordisk.co.uk/about-novo-nordisk-in-uk/oxford-research-centre.html](http://www.novonordisk.co.uk/about-novo-nordisk-in-uk/oxford-research-centre.html)

## **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>

## **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

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at [www.ox.ac.uk/about/jobs/supportandtechnical/](http://www.ox.ac.uk/about/jobs/supportandtechnical/).

If you would like to apply, click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please provide details of three referees and indicate whether we can contact them now.

You will also 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.**

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

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

**All applications must be received by midday on Wednesday 25 March 2020.**

**Interviews will be held on Thursday 28 May 2020.**

**Please note that as part of the shortlisting process, your application may be shared with Novo Nordisk.**

### 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 (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments) and email [felicity.green@rdm.ox.ac.uk](mailto:felicity.green@rdm.ox.ac.uk) to notify us of your application.*

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). Further help and support is available from [www.ox.ac.uk/about\\_the\\_university/jobs/support/](http://www.ox.ac.uk/about_the_university/jobs/support/). 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 e-recruitment system 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: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/). The University's Policy on Data Protection is available at: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/).

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

There is no normal or fixed age at which staff in posts at **grades 1–7** 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, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits).

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club 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 [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See [www.welcome.ox.ac.uk](http://www.welcome.ox.ac.uk). There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See [www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/](http://www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/).

### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to My Family Care, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See [www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/).

### Childcare

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries. For full details, including how to apply and the costs, see [www.admin.ox.ac.uk/childcare/](http://www.admin.ox.ac.uk/childcare/).

### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff).

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at [www.admin.ox.ac.uk/eop/inpractice/networks/](http://www.admin.ox.ac.uk/eop/inpractice/networks/).

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation 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).