

<b>Job title</b>	Novo Nordisk Postdoctoral Research Fellow in Diabetes and Metabolism (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 Oxford Centre for Diabetes, Endocrinology &amp; Metabolism, which is part of the Radcliffe Department of Medicine (OCDEM, RDM).</li> <li>2. The Division of Cardiovascular Medicine, which is part of the Radcliffe Department of Medicine (CVM, RDM).</li> <li>3. The Department of Physiology, Anatomy and Genetics (DPAG).</li> <li>4. The Structural Genomics Consortium / The Target Discovery Institute, which are part of the Nuffield Department of Medicine (SGC/TDI, NDM).</li> <li>5. The Kennedy Institute of Rheumatology.</li> <li>6. Novo Nordisk Research Centre Oxford (NNRCO).</li> </ol>
<b>Grade and salary</b>	Grade 7: £32,236 - £39,609 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>	138950
<b>Additional information</b>	Interviews will be held on Monday 20 May 2019

<b>Research topic</b>	Diabetes and metabolism
<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

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 diabetes research. It aims to support the development of a new generation of exceptional early career diabetes researchers, who will become future leaders in the field, while further developing scientific excellence within diabetes 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 diabetes research 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 Oxford Centre for Diabetes, Endocrinology & Metabolism (OCDEM, [www.ocdem.ox.ac.uk/](http://www.ocdem.ox.ac.uk/)), which is part of the Radcliffe Department of Medicine (RDM),
2. 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),
3. The Department of Physiology, Anatomy and Genetics (DPAG, [www.dpag.ox.ac.uk/](http://www.dpag.ox.ac.uk/)),
4. The Structural Genomics Consortium, (SGC, [www.sgc.ox.ac.uk](http://www.sgc.ox.ac.uk/)) or Target Discovery Institute (TDI, [www.tdi.ox.ac.uk](http://www.tdi.ox.ac.uk/)), which is part of the Nuffield Department of Medicine, or
5. The Kennedy Institute of Rheumatology ([www.kennedy.ox.ac.uk/](http://www.kennedy.ox.ac.uk/)).

Fellows that are jointly supervised by University of Oxford researchers and scientists from the new Novo Nordisk Research Centre Oxford (NNRRCO, [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 NNRRCO facilities.

Based in Oxford, fellows will get to undertake a cutting edge research project, supervised by world-leading researchers in the field of diabetes and metabolism. 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 (NNRRCO), if the fellow is not already directly supervised by scientists from NNRRCO. 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 2019, though some flexibility with the start date might be possible.

## Research Projects

The following eight projects are available:

Principal Investigators	Project Title
Professor David Ray, Dr Nicola Beer* and Dr Fang Zhang*	Circadian regulation of liver energy metabolism: translational studies in diabetes
Dr Kilian Huber and Dr Jan N Jensen*	Comprehensive proteomic profiling of vesicle-mediated glucose transporter trafficking in human cells
Professor Leanne Hodson, Professor Fredrik Karpe and Dr Katherine Pinnick	Defining human hepatic insulin resistance
Associate Professor Ana Domingos, Professor Irina Udalova, Professor David Paterson and Dr Fang Zhang*	Neuroimmunity in obesity and cardiac function
Professor Jeremy Tomlinson, Dr Garry Tan and Professor Leanne Hodson	Optimizing glycaemic control to improve non-alcoholic fatty liver disease (NAFLD)
Professor Robin Choudhury	Reprogramming innate immune function in diabetes through metabolic intervention
Dr Kilian Huber	Structural and functional exploration of GTPase-mediated glucose transporter trafficking
Professor Fredrik Karpe and Dr Costas Christodoulides	The role of ACVR1C signalling in human fat distribution

\*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 2019). 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 diabetes and metabolic research.
- 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 type 2 diabetes and/or related conditions.

## **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, eg 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 2015/16 exceeded £537.4m 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)

## 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>

## 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 615 staff, has around 140 postgraduate research students and has an annual turnover of around £57m of which £38m 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 90 years of innovation and leadership in diabetes care. This heritage has given Novo Nordisk experience and capabilities that also enable them to help people defeat other serious chronic conditions: haemophilia, growth disorders and obesity.



Headquartered in Denmark, Novo Nordisk employs approximately 42,100 people in 79 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)

## Informal Enquiries

Informal enquiries about the position should be directed to Dr Serena Briant, Novo Nordisk Fellowship Programme Manager ([serena.briant@rdm.ox.ac.uk](mailto:serena.briant@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 two 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 Friday 22 March 2019.**

**Interviews will be held on Monday 20 May 2019.**

**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 departments.*

*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)*

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 be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.



## Important information for candidates

### Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. 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/).

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, 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+/).

From 1 October 2017, 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

### University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. 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 international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor.

See: [www.internationalstaffwelcome.admin.ox.ac.uk/](http://www.internationalstaffwelcome.admin.ox.ac.uk/)

### 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 to settle into Oxford and to provide them with an opportunity to meet people in the area. See [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/)

### Childcare

The University has excellent childcare services with 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).

### Family-friendly benefits

The University subscribes to My Family Care

([www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

### Disabled staff

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

### 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/)

### Other benefits

Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts.

See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)