



Job description and person specification

Summary details	
<i>Unit name:</i>	MRC Laboratory of Medical Sciences
<i>Job title</i>	Postdoctoral Research Scientist (Emerging Innovators Fellowship for Black Heritage Scientists)
<i>Salary</i>	Salary: £41,344, plus London allowances (£5,385) per annum
<i>Additional allowances</i>	Additional allowances comprise a £1,000 lump sum Settlement Allowance plus a yearly Training Allowance of £850 in the first year, paid in monthly instalments. The Training Allowance increases to £1,300 in year two, and £1,800 in the third year.
<i>*Band (Grade):</i>	MRC 4
<i>*Contract type (e.g. Open/Fixed term):</i>	Fixed term for 3 years
<i>*Hours (e.g. full or part time):</i>	Full time – 36 hours per week
Detailed job description	
<p>Overall purpose:</p> <p>The Fellow will undertake research within the overall direction of the group to which they are assigned. The remit of the project will be agreed in discussion with the Group Head, and you will make significant input into determining the direction of the project within a three-year lifespan.</p> <p>Key skills:</p> <ul style="list-style-type: none"> Specific techniques to be determined by the Group Head of your chosen laboratory dependant on your area of research. <p>Main Responsibilities:</p> <ul style="list-style-type: none"> To plan and carry out research in accordance with agreed project aims To collaborate closely and form good working relationships with other members of the group and external partners on various projects To attend project and related research group meetings To prepare work for publication in peer reviewed journals and grant submissions To present at seminars and conferences as necessary Willingness to work out of normal working hours (including weekends) if the requirements of the project demand To contribute to the smooth running of the Group's laboratories and facilities with other scientists, clinicians, technicians and students within the laboratories To assist in the supervision of undergraduate and postgraduate research students and research assistants as required To comply with the Institute, College, Division, and Unit safety practices and to attend courses on safety when appropriate To take an active part in the academic activities of the LMS Any other duties as may be deemed reasonable by Head of group. 	
Equality & Diversity	

The MRC values the diverse skills and experience of its employees and is committed to achieving equality of treatment for all. Our objectives are that all individuals shall have equal opportunities for employment and advancement on the basis of their skills, aptitudes and abilities. The MRC is committed to the engagement and retention of the best possible talent and to creating an environment that encourages excellence in scientific research through good equality and diversity leadership and management.

Corporate/Local responsibilities & requirements

The job holder must at all times carry out their responsibilities with due regard to the MRC's:

- Code of Conduct
- Equality and Diversity policy
- Health and Safety policy
- Data Protection and Security policy

Job descriptions should be reviewed on a regular basis and at the annual appraisal. Any changes should be made and agreed between the post holder and their manager.

The above lists are not exhaustive and the job holder is required to undertake such duties as may reasonably be requested within the scope of the post. All employees are required to act professionally, co-operatively and flexibly in line with the requirements of the post and the MRC.

Person requirements

Education / Qualifications / Training required (will be assessed from application form):

Essential Criteria:

- Have a PhD (or equivalent experience)/ due to complete a PhD by March 2025 in Biomedical Sciences appropriate to the scientific interests of the institute

Applicants must be from a Black/Black heritage background

Applicants must also be either:

- a. UK domiciled researchers who wish to conduct their research in the UK.

OR

- b. Non-UK domiciled researchers who have studied in the UK for a degree and/or PhD.

Knowledge and experience (will be assessed from application form and at interview):

- Experience planning and completing an independent research project
- Experience of and ability to perform techniques relevant to the research group you are hoping to join. It is advised that you speak to the group head for information about specific skill areas required.
- Clear evidence of scientific outputs and achievements, to include publications, conference presentations, collaboration with other institutes/industry
- Good written communication skills in English

Personal skills / Behaviours / Qualities (will be assessed at the interview):

Essential:

- Ability to conduct reproducible research
- Ability to conduct a detailed review of recent literature
- Ability to develop and apply new concepts

- Creative approach to problem-solving
- Excellent verbal communication skills in English and the ability to deal with a wide range of people
- Ability to direct the work of a small research team and motivate others to produce a high standard of work
- Ability to organise own work with minimal supervision
- Ability to prioritise own work in response to deadlines
- Advanced computer skills, including word-processing, spreadsheets and the internet
- Willingness to work as part of a team and to be open-minded and cooperative
- Flexible attitude towards work
- Discipline and regard for confidentiality and security at all times
- Willingness to undertake any necessary training for the role
- The desire to learn about previously unfamiliar biological systems, to acquire new computational and analytical skills and to pro-actively seek novel and creative solutions to scientific problems.

Additional information:

Applicants should submit their completed submission pack to the application portal, including:

- Scientific CV including the names and contacts of two scientific references
- Scientific Cover Letter
- Screening document

The submission pack containing details about all three documents and is [available to download here](#).

Please read the surrounding information carefully for full guidance on what information to provide.

Applications made without this information will not be considered.