



MRC Laboratory  
of Medical  
Sciences

# Join LMS

We are recruiting for

## Programme Leader Track

Opening date  
09.12.24

Closing date  
13.01.25

Interview dates  
03.03.25  
06.03.25  
17.03.25  
19.03.25  
25.03.25  
28.03.25

Apply  
now



Medical  
Research  
Council

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Our purpose-built facility  
at the heart of the world-leading  
biomedical hub at the Imperial  
College Hammersmith Campus.

A royal visit from  
HRH, the Princess Royal  
in 2024.





# A word from our Director

**Wiebke Arlt**

**We are thrilled that you are considering working at the MRC Laboratory of Medical Sciences (LMS) to further advance your career.**

The LMS is a vibrant biomedical research institute with a focus on mechanistic biomedical discovery science. We value transdisciplinary team science as a transformative approach to address major questions of relevance to human health and disease. Our state-of-the-art building, our innovative and highly collaborative researcher community and our scientific core facilities collectively build the backbone of our research. Our cutting-edge facilities provide our researchers with expert guidance, as well as driving innovation through the development of new methodologies.

The LMS is looking to make several Programme Leader Track appointments in the current recruitment drive. We are looking for scientists who are highly interactive and open to team science approaches beyond their own individual research programme. We would like to recruit new programme leaders who are interested in our three priority areas:

1. Cell identity across the life course (including early development and ageing)
2. Sex differences in biology and disease
3. Gene-environment interactions (pertaining to the impact of endogenous and exogenous environmental determinants, including over-nutrition)

We are open to how your research aligns with the priority areas. We are particularly interested to hear from scientists interested in the mechanisms underlying metabolic health and disease, and applications from any disciplinary angle are welcome. We would like to increase the number of scientists working with murine and other in vivo models, including human-based approaches.

As a Programme Leader Track, you will receive, in addition to your own salary, two core funded posts and research consumables. Once every 2 to 3 years you will be able to recruit a PhD student from the MRC core funding, and you will be able to apply to our transdisciplinary PhD programme, which promotes collaboration with disciplines outside your own expertise, including industry partners. Part of our mission is the integrated training of both basic and clinician scientists, and you will have the opportunity to supervise and mentor clinician scientists undertaking a PhD or postdoctoral training through our Chain Florey programme.

On top of this, you will have access to the entire range of our scientific core facilities to drive your research forward, including a state-of-the-art animal house for detailed functional studies. We are also establishing a networked human in vivo physiology core facility providing support for studies with human tissues as well as for human in vivo physiology and experimental medicine approaches, irrespective of whether or not you are clinically qualified.

You can also participate in our Team Science projects that take a transdisciplinary approach and aim to bring groups of researchers together to enable them to address major questions in our priority areas. These are great opportunities to build your collaborative network and further your research. Funds for team science will be in addition to the core funding for your research group.

Diversity is essential to excellence in scientific endeavour. Everyone at our institute shares in the responsibility to actively promote dignity, respect, inclusivity and equal treatment.

We are committed to creating equality of opportunity to all members of the organisation, regardless of their background, and promoting diversity and inclusivity. We warmly welcome applications from all backgrounds and from anywhere in the world.

# Why join the LMS?

The LMS is a biomedical research institute, where scientists and clinicians collaborate to advance the understanding of biology and its application to medicine. Home to around 35 research groups, the LMS offers access to nine cutting-edge research facilities and provides exceptional support for communications, involvement and engagement.

Our state-of-the-art laboratories are located on Imperial College London's Hammersmith Hospital campus, and we are partners with Imperial through the Institute of Clinical Sciences. Positioned within a rich multidisciplinary environment, with Hammersmith Hospital and Imperial's White City Campus, Biomedical Research Centre and Clinical Research Facility all in close proximity, the LMS aims to leverage its cross-disciplinary network to deliver transformative team science, tackle major public health challenges and push the boundaries of discovery to unprecedented heights.

"The LMS was an ideal choice for establishing myself as an independent researcher and starting my Chromatin and Development research group."

**Michelle Percharde, PLT**



# Our structure

The success of our research is built upon strong foundations of teamwork and collaboration

At the LMS, you will have the opportunity to interact with and benefit from:

## Research groups

Our research groups are led by Group Heads, who lead their independent research programmes. Group Heads are appointed at either Programme Leader Track or Programme Leader level. They are supported by postdoctoral researchers, PhD students, technicians and lab managers.

## Core facilities

Our core facilities work in collaboration with our research groups to bring cutting-edge support to our research – providing expertise in specific methodologies and data analysis. Our core facilities also lead our science technology graduate programme, which offers graduates an opportunity to learn specialist skills, gain significant work experience and further their personal development.

## PhD programme

The LMS offers two PhD programmes, our general programme and our transdisciplinary PhD (tPhD) programme, which aims to bring together researchers from different disciplines and industry to deliver novel insights. Both programmes provide four years of funding for the students and the opportunity to explore other sectors. All students have a primary supervisor and one to two additional supervisors that meet at least monthly as a team with the student. Students work directly with our research groups on an exciting and demanding project and acquire a variety of technical and personal skills that will equip them for their future careers.

## Chain Florey clinician scientist programme

The Chain Florey Programme was set up in 2009 to offer world class research training to medical graduates and clinical trainees, allowing them to advance their career as clinician scientists with focus on discovery science and experimental medicine. The programme has supported many clinicians across a range of career stages to combine their medical knowledge with a new-found expertise for scientific research. This programme benefits our research groups by fostering clinical links and accelerating translation by enhancing the clinical relevance of our work.



# Our research priorities

Research at the LMS is collaborative, multidisciplinary and diverse. Our work examines the mechanisms that underlie multimorbidity.

Multimorbidity is a central challenge to human health. Encompassing the accumulation of chronic conditions as we age, including cancer, metabolic and cardiovascular diseases, it also includes many rare and complex inherited disorders which define multimorbidity in the young.

Increased life expectancy has brought a demographic shift over recent decades, resulting in a rise in the prevalence of chronic and potentially disabling diseases and conditions. This creates increasingly complex problems in managing patients in the 21st century. A better understanding of the mechanisms that can support healthy ageing is key to the identification of novel interventions that increase health-span rather than life-span.

LMS research takes a systems approach and uses team science to ensure that our detailed discovery science translates into clinical impact responding to the most critical challenges of medicine and healthcare.



“Our research investigates the interacting mechanisms behind the biological problems that are interwoven in multimorbidity; by taking a systems approach and embracing the collaborative philosophy of team science, we ensure our discovery research has clinical impact on the most pressing challenges of 21st century healthcare.”

**Wiebke Artl**

## Our research strategy has defined three synergistic priority areas:

1

### Cell identity across the life course

From the creation of life through to death, what are the determinants of both life- and health-span? Each stage of life presents unique biomedical challenges, but the fundamental principles of ageing influence biological mechanisms across the course of life. Our teams explore the molecular processes of fertility, pregnancy, early development and genetic and epigenetic inheritance. LMS research seeks to explain how the biological processes of ageing influence not only life span but also facilitate an extended health span, in essence what enables healthy, long lives at the molecular, cellular and systems level.

2

### Sex differences in biology and disease

Sex differences take hold in foetal development and inform biological development and response to diseases. Diseases manifest differently in men and women, immune and drug responses vary, and some conditions exclusively or predominantly affect one sex. Biomedical research has historically neglected these differences, resulting in poorer treatment for women or the framing of women's health as being limited to aspects of reproductive processes, disregarding differences across the course of life. LMS research not only directly addresses these differences to improve diagnostics and therapeutics for all but also ensures that sex differences are considered in discovery research.

3

### Gene–environment interactions

With a changing climate, increasing pollution, and the growing influence of chemicals in the environment on health as well as the impact of endogenous and exogenous environmental influences, including (over)nutrition and temperature. LMS research starts at the molecular level, asking how these outside influences are reflected in metabolic and epigenetic processes in the body. How is gene regulation changed over time, what are the consequences for long-lasting heritable characteristics, and how does the body's response to cues and situations distort?

# Our core infrastructure and facilities

## Animal research at the LMS

The LMS is home to a state-of-the-art animal research facilities that provide access to equipment and expertise for in vivo experimentation. Operating under Imperial's Home Office establishment licence, support is provided for training, licencing – both personal and project licences – and import of mouse lines.

We provide support for mouse breeding and colony maintenance in a 1,500-cage specific pathogen free (SPF) facility. This also homes the LMS transgenic facility, which provides help to all users in the generation of genetically altered murine lines, the rederivation of already existing lines as well as their cryopreservation and storage.

The LMS is uniquely equipped by the new state-of-the-art in vivo experimental animal facility. The facility has two surgical suites, 7 procedures rooms as well as housing for up to 5,000 mice in individually ventilated cages. The facility is equipped for metabolic, neuroscience and cardiac studies with a range of phenotyping platforms. These include a 24 cage Oxymax-CLAM indirect calorimetry system with telemetry and temperature-controlled cabinets, ECHO-MRI body composition analyser and 32 cage Biodaq automated feeding monitor. Imaging modalities include IVIS Spectrum for in vivo imaging of bioluminescence and fluorescence, VeVo LAZR system for ultrasound and photoacoustics and 2-photon microscopy for in vivo imaging. Neuroscience approaches supported include optogenetics and fibrephotometry and a wide range of behavioural assays, including operant tasks. Together these platforms provide a powerful suite of approaches for the longitudinal phenotyping of mouse models of human disease and are supported by our whole animal physiology and imaging facility. There are further links with Imperial's small animal imaging facility, which provides access to PET CT, 9.4T MRI and other imaging modalities. Outside H3, we can support ex vivo analysis of large tissue samples with microCT, optical projection tomography and light sheet microscopy.

"I am particularly enjoying this new adventure, having received valuable advice and support in setting up a research group, making this process smooth and effective."

Lila Allou, PLT

The LMS facilities are proud to offer our researchers access to cutting-edge equipment, technologies and methods.



# Our core infrastructure and facilities

## Research using model systems

Next to our strengths in using mouse in vivo model, the LMS has facilities to support research using *Drosophila* and *C. Elegans* as model systems. *Drosophila* research benefits from a dedicated fly kitchen preparing a range of media for research studies, alongside temperature-controlled rooms to support breeding and long-term maintenance of fly lines. Our *C. Elegans* work benefits from a state-of-the-art behavioural research facility allowing the longitudinal study of worm behaviours in response to a range of perturbations (e.g. pharmacological or genome editing).

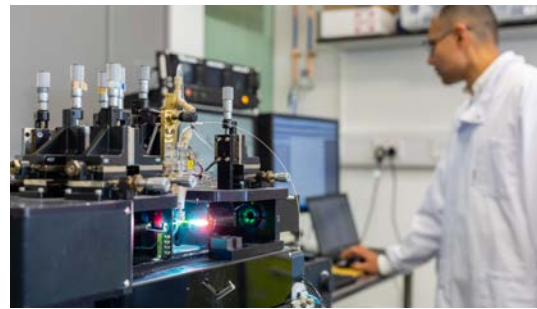
## Bioinformatics and scientific computing

The Bioinformatics facility supports small and large-scale computational biology projects across the LMS. Working in close partnership with the research groups, we can provide ‘hands-off’ analyses or ‘hands-on’ support for those undertaking their own work across bulk and single-cell applications of genomics, transcriptomics, and epigenetics. Our team comprises staff from a range of scientific backgrounds and, together, we have extensive experience across bioinformatics and data science, programming, and applications and pipeline development. Additionally, working closely with the IT facility, we support High Performance Computing (HPC) within the LMS by maintaining and developing the Jex HPC cluster.

## Electron microscopy

The EM facility provides equipment and expertise in the field of cryo-electron microscopy, particularly single-particle analysis. We are equipped with a Talos F200i TEM and a Falcon 3EC detector allowing investigation of sub-nanometric structures of protein complexes. We provide training and advice for data analysis.

We also image thin sections of resin-embedded cellular specimens. They can be prepared using our Leica Ultramicrotome UC7, ACE 600 sputter coater and data collected with our Apreo Volumescope SEM (serial block-face imaging). Other equipment: ELSA and 910.6 holders, Vitrobot Mark IV, Leica EMGP2, Pelco easiGlow, Leica Thunder Imager cryo-CLEM.



## Flow cytometry

Our flow cytometry facility houses BD FACS Aria cell sorters for those wanting to physically isolate specific subpopulations of cells. The Facility offers training and support to those wanting to analyse cell populations, which use both high parameter conventional (BD Fortessa and BD Symphony) and spectral systems (Cytek Aurora and Sony ID7000). In addition to sorting cells, the Facility also sorts appropriately stained chromosomes and nuclei using BD Influx chromosome/cell sorters.

## Genomics

The LMS Genomics Facility provides access and support in state-of-the-art genomics, single-cell and spatial biology technologies and has a long-standing track-record in delivering essential research support to its diverse user community. The team of highly skilled technologists collaborate with LMS researchers to tailor technology development to specific needs and to train scientists in a fast-moving field. We provide advice, technical support and services for genomics research projects from experimental design through to publication, building on our vast experience in NGS short and long read sequencing, and our single-cell and spatial transcriptomics expertise on the 10X Genomics Chromium, Visium and Xenium systems.





# Our core infrastructure and facilities

## MR Imaging

Our MR imaging facility plays a vital role in advancing biomedical research, bridging experimental science with clinical applications in cardiovascular, psychiatric, and metabolic health. Equipped with state-of-the-art whole-body MRI systems (3T Prisma and 1.5T Aera), we specialise in advanced proton and multinuclear imaging and spectroscopy of the brain and heart. Supporting equipment includes an MR-compatible exercise ergometer, physiological monitoring, drug and gas administration systems, and a stimulus-response suite for fMRI. Staffed by skilled radiographers and physicists, we support MRI protocol development, image acquisition and analysis, delivering cutting-edge research capabilities.

## Proteomics

The proteomics facility currently houses three Orbitrap instruments: the Q Exactive HF-X, Orbitrap Exploris 240, and Orbitrap Fusion Lumos, which is equipped with the FAIMS Pro Duo interface. Using these instruments, we perform targeted data-independent analysis (DIA) and isobaric mass tagging analysis. Our work includes general proteomics profiling, immunoprecipitation mass spectrometry (IP-MS), in vitro kinase assays, and quantification of post-translational modifications. We work with a variety of samples, including recombinant proteins, immunoprecipitations, microorganisms, biofluids, tissues, cell cultures, and media.

## Light microscopy

The facility provides the advanced light microscopy equipment, including super-resolution (STORM/Zeiss Elyra SIM/Leica STED), confocal (Leica point scanners/Olympus spinning disk) and light sheet imaging systems (Leica DLS, Phaseview Alpha3) required to examine the fine structural detail of fixed and live biological samples, ranging from the subcellular to the macroscopic scale. Automatic slide scanning (Zeiss AxioScan), contact-free sample preparation (Zeiss PALM laser microdissection) and a X-ray based microCT instrument for imaging large 3D samples are also available. In addition to providing user training and support, we develop bespoke image processing and quantitative analysis workflows to interrogate your complex imaging data sets.

## Metabolomics

The metabolomics facility is equipped with several advanced instruments: the Xevo TQ-XS triple quadrupole mass spectrometer, the Agilent GC-MS (8890/5987B) system with a Gerstel MPS for automated sample preparation, the Q Exactive mass spectrometer for high-resolution analysis, and the Q Exactive Plus instrument paired with a Transmit MALDI system for spatial metabolomics. These instruments enable us to conduct a wide range of metabolomics profiling, including targeted assays, stable-isotope tracing, and spatial analysis.



**“The core facilities at the MRC LMS have been instrumental in driving our research. Working with outstanding, highly motivated staff in our facilities, spanning light microscopy, flow cytometry, genomics, bioinformatics and transgenics.”**

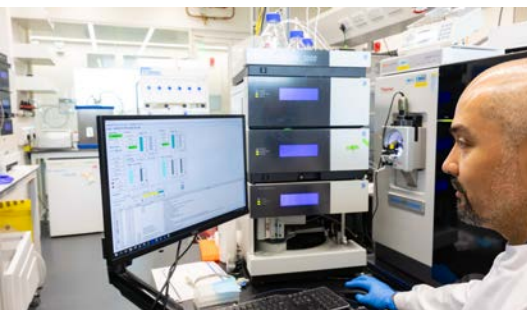
**Vicki Metzis, PLT**

# What is a Programme Leader Track?

## Purpose and objectives

The LMS Programme Leader Track (PLT) is a structured pathway designed to foster the next generation of scientific leaders in biomedical research. Our aim is to empower talented researchers to develop and lead innovative, independent research programmes within the supportive environment of the LMS.

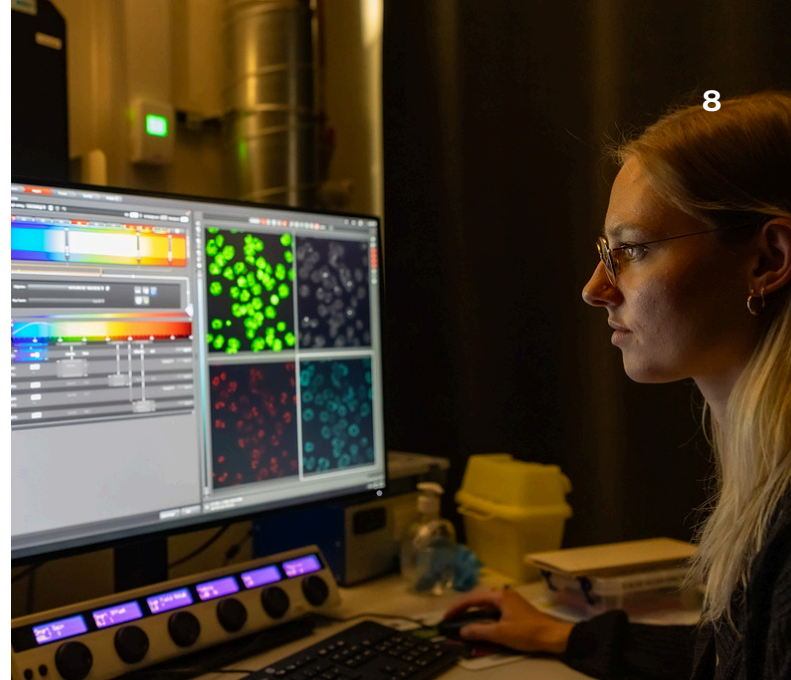
PLT scientists are expected to have a strong experimental track record and be able to demonstrate evidence of outstanding scientific originality and creativity reflecting that they are on track to become leaders in their field.



## Core components

The programme is designed to be both flexible and robust, accommodating individual needs while ensuring participants are meeting essential career development benchmarks. Core components of the PLT include:

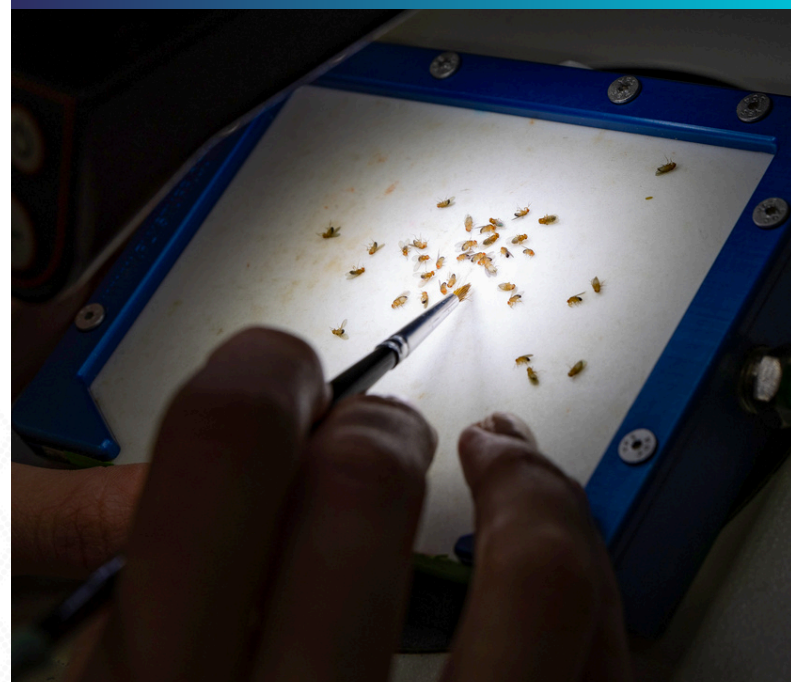
- **Mentorship and guidance:** Each PLT member is paired with senior LMS mentors who provide regular feedback, professional guidance, and support in navigating career challenges. An external mentor is also encouraged.
- **Structured career development:** Participants will follow a phased career development plan that includes leadership training, grant-writing workshops, and opportunities to build a publication record.
- **Funding and resource support:** Access to lab space and resources (staff, PhD students and research consumables), and core research facilities to enable the growth of an independent research programme.
- **Networking and collaboration opportunities:** regular events, workshops, and conferences to promote collaborations across MRC-LMS and with external partners.



## Key goals

The PLT programme is centred on four core goals that align with the LMS's mission to advance scientific discovery for the benefit of human health:

- **Leadership development:** Equip you with the skills to lead, manage, and inspire your research team effectively.
- **Research excellence:** Foster high-impact, interdisciplinary research that addresses significant biomedical challenges.
- **Career progression:** Support researchers through clear milestones, helping them to achieve professional growth and recognition.
- **Collaborative innovation:** Encourage collaboration within MRC LMS and across the global scientific community, promoting novel approaches and ideas.



# What is a Programme Leader Track?

## What does a strong candidate look like?

- PhD and postdoctoral research experience in a research field complementing existing research strengths and strategic focus of the Institute.
- A strong track record of scientific originality and creativity in a research area complementary to the Institute's existing strengths, as evidenced by appropriate research outputs. This should include demonstration of first, senior or corresponding author publications in appropriate journals or other research outputs (e.g. patents).
- Excellent written and verbal communication skills with an ability to convey complex information to a wide range of audiences.
- Ability to organise and prioritise workload, to delegate responsibility as appropriate and to supervise staff.
- Ability to provide leadership, to work within a team and manage, motivate, inspire and support staff, including in the areas of science communication and research sustainability.
- A commitment to Equality, Diversity and Inclusion.



## What are the responsibilities?

- Plan the scientific direction of a research programme within the overall strategic remit of the Institute and be accountable for presenting the programme for peer review in accordance with MRC procedures.
- Direct the research of their group, supervising some projects directly and overseeing others delegated to senior members within the group.
- Manage the resources required to sustain the programme, including obtaining additional grant income from externally funded sources.
- Generate and manage collaborations and engage in team science approaches to expand the scope and impact of their group's research.
- Contribute to the long term aims of the Institute by participating in scientific management and taking responsibility for infrastructure, including horizon scanning.
- Disseminate the research outputs of the Group through publications, presentations at scientific meetings, social media and responding media enquiries.

For more details please take a look at the full [Job and Person Specification](#) for the role.

# What do our current PLTs say?



## Alexis Barr

The LMS is a fantastic place to start your research group. I came from training in two world-class cancer research institutes and I am really enjoying the diversity of research at the LMS – from early development, tissue homeostasis, multiple disease-types, all performed across scales – spanning single-molecule to patient imaging.

For me, the size of the LMS is perfect – small enough to know everyone and what they do but large enough to span a wealth of cool research. The cutting-edge techniques and important research questions my colleagues are answering have brought new and unexpected angles to our research and forced me to step outside my comfort zone.

I've always enjoyed collaborating and the LMS focus and support for transdisciplinary research is very much aligned with this and has allowed me to thrive. Research at LMS is supported by fantastic core research facilities and administrative support that allow us to focus on our science. While we are an independent research institute, we are embedded within the Imperial research community. Our lab enjoys close links with the Departments of Surgery and Cancer, Mathematics, Chemistry and the CRUK Convergence Science Centre between Imperial and ICR. Through our transdisciplinary PhD schemes and seed funding available from Imperial, there are multiple opportunities to collaborate across departments.

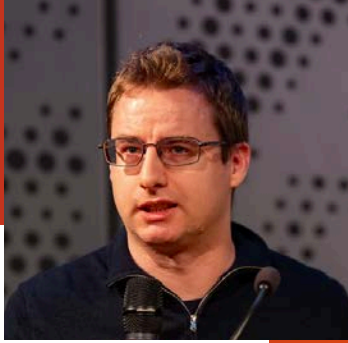


## Louise Fets

I started my lab at LMS in 2019. I was initially drawn to the institute because of its breadth of mechanistic research, focus on science that impacts human health and of course, the wide array of facilities to support the research done here. At interview, I was also struck by the down to earth, open and supportive nature of people here. This has remained true since starting my lab and I have leaned on various people for advice and support in the different aspects of establishing the group, from hiring, to grant writing, to manuscript drafting. I particularly enjoyed starting as part of a cohort; establishing a lab can be daunting, but getting to know those who were in the same boat was reassuring and enabled us to form a peer network that has been invaluable.

As well as benefiting from MRC-funded core support, another great feature of LMS is the close tie to Imperial. This network provides fantastic technical and clinical links and has helped me to establish several transdisciplinary collaborations. These types of collaborations are encouraged and promoted through regular inter-departmental mixer events that allow us to meet with other departments and share ideas. Finally, it is also great to be in London, not only as a great place to live, but also since the draw of a big city can be a big help in recruiting a team!

## Carl Jenkinson



I joined the MRC LMS Programme Leader Track in 2023 following the completion of a 3-year EU Marie Skłodowska-Curie Actions Global Fellowship in Sydney that provided a research environment and professional development to transition to research independence. The PLT was an outstanding opportunity to subsequently progress the programme I developed and establish my first research group within a world leading multidisciplinary medical research Institute.

Tailored support has been provided across research facility groups within the LMS, including initial support from laboratory services to source equipment and prepare the laboratory infrastructure to setup a state-of-the-art analytical mass spectrometry laboratory for a smooth transition of research projects. I have worked with PLT colleagues and Programme Leaders who have supported my first experiences in recruiting students and research staff, and the new challenges faced when setting up and leading a group. There have also been opportunities to advance my professional development in laboratory research leadership, including training in project management and mentoring colleagues through the EMBO Laboratory Leadership Course.

There are wide ranging research programmes and facilities within the LMS to bridge research projects. Through my first 18 months as a PLT, I have established an analytical laboratory and recruited a research group that is undertaking novel mass spectrometry method development projects for multianalyte profiling of vitamin D. The LMS incorporates a transdisciplinary team science and training strategy, and I have established local and international collaboration groups to achieve new project opportunities for investigating the translational applications of analytical methods to characterise vitamin D metabolism pathways and its physiology across different population groups and health settings. I am now in a position to investigate longer term projects and research ambitions, including attaining laboratory accreditation for conducting clinical diagnostic methods.

## Michelle Percharde



The LMS was an ideal choice for establishing myself as an independent researcher and starting my Chromatin and Development research group. The LMS supported me in successfully applying for a UKRI Future Leaders Fellowship, and I opened the lab in May 2019. We investigate the intersection between chromatin regulation and transposable element regulation in early embryo development. Particularly we are interested in how transposons – mobile parts of our DNA – are subject to distinct roles and regulation between developmental and somatic or disease contexts. After a couple of years to get settled (during which COVID and my first maternity leave also occurred), I transitioned to PLT and my group is around 8-10 people, made up of students and postdocs.

Being a Group Head at the LMS is highly rewarding; I was drawn to its strong mechanistic focus, emphasis on collaboration and generous funding and core facilities. Indeed, some of our most exciting projects are collaborations with other scientists both within and outside of the LMS. There is also a strong EDI focus, and the LMS has been supportive and encouraging of new initiatives to promote this.

Myself and Alexis Barr piloted and now lead the LMS Roving Researcher scheme – providing cover for scientists during periods of leave such as maternity leave. I also work on the Athena SWAN Work/Life Balance committee and my passion within this is trying to improve working conditions and opportunities for new parents at the institute.

# What to expect from the application process

## 1 Apply

Please apply directly via our [website](#) submitting the following:

- An up-to-date CV, including past scientific accomplishments and esteem factors
- Cover letter (2 pages) – why you want to come to the LMS and why your science is a good fit

Details of at least 2 referees from at least 2 different institutions.

## 2 Shortlisted

If you are shortlisted, you'll be requested to provide an overarching scientific vision document – up to 1 page vision and 3 pages research plans outlining where you see your research group heading and how it aligns with the LMS research priorities.

## 3 Interviewed

Shortlisted candidates will be invited to give a seminar at the LMS and will have the chance to meet with Group Heads – this will be a formal part of the assessment process.

You will:

- Give a 15-minute “chalk talk” on your future vision (with no slides) – this will be attended by the Director, Deputy Directors and up to eight Group Heads and the Head of Operations.
- Attend a formal interview, with the Director, Head of Operations and up to 2 Group Heads.

## 4 Offer

The final decision will be made by the Director following recommendations from the chalk talk and interview panels.

# Life at the LMS

The programme provides a well-rounded support system designed to foster the growth and success of emerging research leaders. Through mentorship, professional development, access to specialised training, and logistical support, the PLT programme equips researchers to advance their careers and research agendas confidently.

## Mentorship and career development

Each PLT is supported by two LMS faculty mentors who will offer guidance tailored to the individual's career goals and research trajectory. The faculty mentors provide critical feedback on research strategy, publication planning, and career advancement opportunities. LMS PLTs are eligible to participate in the [Academy of Medical Sciences](#) mentorship programme and are invited and encouraged to select an independent external mentor from the Fellowship of the Academy of Medical Sciences.

Annual reviews with LMS leadership provide PLTs with valuable feedback, helping them to assess their progress, refine their goals, and explore new directions. These reviews also create a space for PLTs to discuss any challenges and plan for the next stages of their career.

The PLT community includes other early-career researchers facing similar challenges, creating a supportive network for sharing experiences and advice. Regular meetings and peer sessions allow PLTs to build valuable relationships and learn from one another.

## A culture of support and collaboration

We achieve a vibrant culture of collaboration, curiosity and excellence through a wide range of activities and initiatives.

The LMS promotes a culture of inclusivity and diversity, encouraging team members to share diverse perspectives and ideas. Regular seminars, workshops and collaborative projects create a dynamic atmosphere where cutting-edge research thrives. Open communication is encouraged, allowing for feedback and dialogue that strengthens teamwork and innovation.

With a commitment to mentorship and continuous learning, the LMS empowers researchers to push the boundaries of science whilst prioritising ethical research practices.

To help build community and relieve stress, LMS hosts regular social events, such as coffee mornings, networking lunches, and annual celebrations. These events offer opportunities to connect with peers and take a break from the demands of research.



# Life at the LMS

“For me, the size of the LMS is perfect – small enough to know everyone and what they do but large enough to span a wealth of cool research.”

**Alexis Barr, PLT**

“Our team is comprised of skilled bioinformaticians from a range of scientific backgrounds. Together, we have extensive experience across bioinformatics and data science, programming, and applications development.”

**George Young,  
Head of Bioinformatics Facility**



## Training opportunities

All LMS employees can access a wide range of training via UKRI and Imperial. For more bespoke training and development, our People and Culture team can work with you to find the best option for your need.

## Collaborative opportunities

Programme Leaders have access to a multidisciplinary community within LMS, encouraging collaboration across fields such as genomics, bioinformatics, imaging and clinical sciences. Interdisciplinary collaboration is key to broadening research impact and gaining fresh perspectives.

The LMS organizes regular networking events, including research seminars, speaker series and panel discussions, giving everyone the opportunity to connect with peers, senior faculty and external researchers. These events are valuable for presenting research, getting feedback and exploring new ideas.

## Researcher Development Concordat

We are proud signatories of the Researcher Development Concordat. This is an agreement between universities, research institutes and funders to support the career development of researchers in the UK. The concordat is a continuous improvement tool designed to guide institutions to constantly make steps towards a better research culture. We have an internal committee monitoring and driving forward our commitment to the concordat.

## The Technician Commitment

The Technician Commitment is a university and research institution initiative. The Commitment aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines. We are a proud signatory of the commitment and pledge action to tackle the key challenges affecting their technical staff.

## Work–life balance initiatives

LMS supports flexible working arrangements to help PLTs and other staff to manage their research responsibilities alongside family and personal commitments. Options include remote work, flexible hours, and phased returns to work after periods of leave.

In addition to annual leave, LMS provides enhanced family leave options, including maternity, paternity, adoption and parental leave, as well as paid time off for family emergencies. Special leave options are available for health and wellbeing purposes, ensuring staff can take time when needed.



# Life at the LMS

## Equality, diversity and inclusion (EDI)

LMS is committed to fostering a workplace that is inclusive of all backgrounds, identities and experiences. EDI resources include support networks, training and policies aimed at promoting respect, equity and belonging within the research community.

Our group heads are encouraged to join or form affinity groups that align with their experiences and interests, such as groups for women in science, LGBTQ+ researchers or international scholars. These groups offer peer support and facilitate meaningful connections within the research community as well as driving important change.

## Athena SWAN

The Athena SWAN Charter recognises good practice in promoting gender equality in higher education. We are proud to have been awarded the Silver Athena SWAN award in 2017 and renewed in 2023. We have a very active and engaged Athena SWAN committee working on the action plan submitted in our most recent application.

## Disability Confident

The Civil Service runs a Disability Confident Scheme which the LMS is signed up to, offering an interview to a fair and proportionate number of disabled applicants that meet the minimum selection criteria for the job. The aim of this commitment is to encourage positive action, encouraging disabled people to apply for jobs and provide an opportunity to demonstrate their skills, talent and abilities at the interview stage.



"I joined the institute to start my own group in 2020. The state-of-the-art infrastructure perfectly suits the diverse range of groups and the size of the institute."

**Vicki Metzis, PLT**