

Job description and person specification

Summary details	
Unit name:	MRC Laboratory of Molecular Biology (LMB)
Job title	Rising Talent Fellowship for Black Heritage Scientists
*Contract type (e.g. Open/Fixed term):	Fixed term – 3 years
*Hours (e.g. full or part time):	Full time – 36 hours per week
Detailed job description	
<p><u>Overall purpose:</u></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 Leader, and you will make significant input into determining the direction of the project within a three-year lifespan.</p> <p><u>Main duties:</u></p> <ul style="list-style-type: none"> To identify, develop and apply a broad range of techniques to pursue the research objectives. To present scientific work at seminars within the laboratory and at external meetings. To contribute to laboratory-wide discussions on developments within the field. To contribute to the overall preparation of research for publication and draft scientific papers. To contribute to the LMB's mission in the public engagement of science, and the translation of research findings into improvements in health care. To assist in the training of PhD students and other members of the LMB. <p><u>Key responsibilities:</u></p> <p>To plan your own work and objectives on a 12-month basis and manage your experimental work within the project along with your Group Leader.</p> <p>To work with limited supervision to identify, develop, modify and apply the necessary techniques to achieve the goals of the project.</p> <p>To introduce and apply new techniques across a wide range of disciplines and to have the creativity and initiative to develop novel approaches and methods where required.</p> <p>To ensure the research is carried out in accordance with good practice and in compliance with local policies and legal requirements.</p> <p>To contribute to the smooth running of the group, including the effective use of resources, training of others and taking responsibility for use of communal facilities.</p> <p>To enhance your research and generic skills through a tailored development programme.</p> <p><u>Working relationships:</u></p> <p>You will report to the assigned Group Leader and will interact and collaborate with other postdoctoral scientists, research support staff and students, not only in your group, but also across the LMB and with external groups as necessary.</p> <p><u>Additional information:</u></p> <p>This is a three-year training and development position for scientists of Black heritage who have completed their doctoral studies, or are due to complete within 6 months, are moving into a new research discipline and/or need to develop their research skills further. We support Fellows with a range of formal and on-the-job training, including:</p> <ul style="list-style-type: none"> Training budget. UKRI training courses. 	

- External training and personal development courses.
- One-to-one training with your Group Leader and other scientists.

You will commit to undertake the following:

- Developing and following a personal development plan.
- Attending training courses.
- Identifying additional training which will support you to develop your career.

Equality & Diversity

UKRI 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. UKRI 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 equalities and diversity leadership and management.

Corporate/Local responsibilities & requirements

You must at all times carry out your responsibilities with due regard to the UKRI:

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

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

The above lists are not exhaustive and you are 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, the MRC and UKRI.

The role holder will be required to have the appropriate level of security screening/vetting required for the role. UKRI reserves the right to run or re-run security clearance as required during the course of employment.

Person requirements

Academic qualifications:

These should include a PhD in a relevant subject (or equivalent) or due to complete a PhD within 6 months.

Technical skills and expertise:

You will have experience of and ability to perform techniques relevant to the group you are hoping to join. It is advised that you speak to the Group Leader for information about specific skill areas required.

Your application will be assessed using the following criteria:

- PhD in a relevant subject area or equivalent (assessed in your application).
- Track record of research - this will include achievements and contributions to published papers (assessed in your application and interview).
- Clear evidence of your capacity to learn new skills, and pick up new techniques quickly (assessed in your application and interview).
- Demonstrable scientific curiosity and motivation (assessed at interview).
- Demonstrable ambition for using this Fellowship as a springboard for your scientific career (assessed in your application and interview).
- Examples of being a team player with the ability to work with others in a collegiate and collaborative environment (assessed at interview).
- Ability to effectively communicate ideas and results to collaborators and present orally to different groups (assessed in your application and interview).

- Ability to effectively prioritise and work independently (assessed in your application and interview).
- Detail orientated with strong problem-solving skills (assessed at interview).

Track record of research:

As above

Other relevant evidence of your:

- Commitment
- Originality

Additional information:

When applying online it is essential that you upload:

1. A completed application form.
2. Scientific CV.
3. Covering letter.

See the dedicated webpage for detailed instructions about applying for the Rising Talent Fellowship, and a link to download the application form.