

Division of Cellular and Molecular Medicine – Centre for Infection

Senior Lecturer/Lecturer in Infection and Immunity
(Ref. No. 309/07)

St George's, University of London, is entering a new and exciting period of development. As part of its commitment to maintaining proven excellence in education and research, SGUL is investing in a range of new posts, which will support and sustain the institution in its strategic development over the next decade and beyond.

This post is one of four new positions created in the Centre for Infection as part of St. George's strategic investment in research and education, to augment proven areas of excellence. The overall aim of the post is to supplement and expand existing research in the area of HIV prevention and to assist in the management of Professor Shattock's research portfolio within the Centre.

The post is designed for a non-clinical scientist who will establish and manage original research within Professor Shattock's group and who will contribute to the Institution's teaching and learning programmes at undergraduate and postgraduate level, both in delivery and organization. The position is designed for an experienced researcher with management experience but applications are also encouraged from less experienced researchers with demonstrated ability and promise. The post is available immediately, and the successful applicant will be expected to take up the position as soon as possible, although there may be flexibility over the exact start date.

Applicants should have a strong research and publication record in virology and/or immunology as applied to infection, with capability of attracting external grant support and experience of managing both staff and research projects and enthusiasm for teaching.

The appointment will be made on either SGUL grade 8 for a Senior Lecturer (salary range £44,109 - £50,725 pa inclusive) or SGUL grade 7 for a Lecturer (salary range £34,343 to £40,334 pa inclusive.)

Potential applicants are encouraged to contact Professor Robin Shattock on (020 8725 5855) or (shattock@sgul.ac.uk)

For application forms and further information, visit www.sgul.ac.uk/jobs or contact the Personnel Office on 020 8725 5020 (24-hour Answerphone) or E-mail personnel@sgul.ac.uk.

Please quote reference number 309/07

Closing date for applications: 12 July 2007

Interviews and seminars are planned to take place on 30 July 2007.

St George's is an Equal Opportunities Employer

ST GEORGE'S, UNIVERSITY OF LONDON
DIVISION OF CELLULAR & MOLECULAR MEDICINE
CENTRE FOR INFECTION

Ref:309/07

JOB DESCRIPTION

Job title	Senior Lecturer/Lecturer in Infection and Immunity
Division	Centre for Infection, Division of Cellular and Molecular Medicine
Responsible to	Professor Robin Shattock
Accountable to	Professor George Griffin, Head of Division and Centre Leader for the Centre for Infection

1. INTRODUCTION

This post is one of several new positions created in the Division of Cellular and Molecular Medicine as part of St. George's strategic investment in research and education, to augment proven areas of excellence.

The overall aim of the post is to supplement and expand existing research in the area of HIV prevention and to assist in the management of Professor Shattock's research portfolio within the Centre for Infection in the Division of Cellular and Molecular Medicine.

The post is designed for a non-clinical scientist who will establish and manage original research within Professor Shattock's group and who will contribute to the Institution's teaching and learning programmes at undergraduate and postgraduate level, both in delivery and organization. The position is designed for an experienced researcher [with management experience](#) but applications are also encouraged from less experienced researchers with demonstrated ability and promise. The post is available immediately, and the successful applicant will be expected to take up the position as soon as possible, although there may be flexibility over the exact start date.

Applicants will have a strong research and publication record in virology and/or immunology as applied to infection, with capability of attracting external grant support and experience of managing both staff and research projects and enthusiasm for teaching.

The Centre for Infection, within the Division of Cellular and Molecular Medicine, is one of the foremost academic groups in infection in the UK and has developed an international reputation in this area. Research within the Centre focuses on the host response to infection and vaccines and the cellular and molecular biology of microorganisms (HIV, *P.falciparum*, *M.tuberculosis*, *S.aureus*, *Cryptococcus*). Major external grant support has been obtained from Bill and Melinda Gates Foundation, European Union, Medical Research Council and the Wellcome Trust for this work. St George's has a strong research area in cellular signalling (Division of Basic Medical Sciences) and cross-divisional research activity is strongly encouraged. In addition there are very strong translational medicine links with the Clinical Infection Unit (St George's NHS Healthcare Trust), overseas research units and the Vaccine Institute which carries out vaccine trials of novel antigens and recombinant vectors in humans.

Robin Shattock leads a research team within the Center for Infection whose main focus is investigation of the mechanisms of mucosal HIV transmission and development of novel preventative strategies appropriate to a developing world setting. This has led to the establishment of international collaborations aimed at preclinical identification, development and selection of vaginal microbicides prior to formal clinical trials. Prof Shattock's group has developed a series of in vitro assays to facilitate pre-clinical evaluation and development of potential mucosal vaccines. These include models of dendritic cell antigen uptake and presentation, and a more specialized cervical explant model for evaluating the effects of formulated mucosal vaccine on dendritic cell emigration and local cytokine production. Prof Shattock's team have secured funding from NIH for microbicide research and as part of the CHAVI initiative, the Grand Challenges for Global Health Initiative (Gates Foundation and Wellcome Trust) to develop novel strategies for vaccination against HIV at the vaginal mucosal surface, from the European Union (EMPRO program on microbicides and EUROPRIME network of Excellence on vaccines and microbicides) and from the International Partnership on Microbicides (IPM). Professor Shattock currently has 12 active grants with 14 research staff and 2 PhD students.

Teaching

All academic staff are expected to contribute to teaching at St George's. The teaching time commitment for this post will be negotiated with the Head of Division. The balance of the components of academic activities is a normal component of the annual Personal Development Review process. The usual expectation of established academic staff appointed to academic posts in the Institution is that at least 25% of their time will be spent on teaching and its administration.

This could include components of the MBBS courses, Biomedical Sciences and intercalated BScs and the MRes courses, for example, delivering lectures and small group teaching, organizing practicals, setting exam questions, further development course materials, or provision of laboratory based special study modules, or supervising MRes, BSc and intercalated BSc projects within the group.

2 Overall Purpose of the Role

The holder of this new position will provide both scientific and managerial expertise within Professor Shattock's group

Summary of responsibilities

- To establish and develop their own research profile within the group. Pursuit of an active programme of research, including preparation of strong grant applications to Research Councils and major medical charities on topics consistent with the St George's research strategy, publication of original research papers in high quality journals and establishment of links with outside bodies (including industry).
- Assist in the management of Professor Shattock's research portfolio
- To contribute to teaching at St George's. Undertake undergraduate and postgraduate teaching in accordance with the SGUL scheme.
- Ensure the execution of the Institution's policies and procedures, in particular with reference to health and safety; ensure that all staff and visitors adhere to statutory and Institution requirements and local rules.
- Undertake professional development in line with the St George's Annual Personal Development Review scheme.

It is expected that the successful candidate will develop/expand his or her own research in the area of the HIV prevention.

3. Duties

3.1 Research

- Pursuit of an original active research programme
- Preparation of strong grant applications to Research Councils and major medical charities on topics consistent with the St George's and the Centre for Infection's research strategy.
- Publication of original research papers in high-quality, high-impact, journals.

3.2 Management

- Directly managing staff including ensuring that research staff set and achieve their goals and objectives ([see attached Line Management diagram](#))
- Attend relevant management training courses to improve effectiveness in the role
- Participate in staff selection, training and development, undertake Personal Development reviews and handle performance, grievance and disciplinary issues
- Promote the positive development of staff and arrange appropriate training in liaison with the CMM Staff Development Co-ordinator
- Organise and run regular Laboratory meetings
- Ensure that research staff adhere to relevant laboratory safety policies and procedures (COSHH, GMO, etc)
- Presenting and helping junior staff to present
- Supervision of own staff
- Key player in developing and implementing new techniques
- Overseeing the training of students and visiting workers to the lab

3.3 Teaching

- Contribute to contact teaching and examining in SGUL courses
- Unless he/she has already done so, attend appropriate SGUL training days to develop teaching skills
- manage the SSM, MRes, BSc and intercalated BSc projects within the group

4. BACKGROUND TO ST GEORGE'S, UNIVERSITY OF LONDON

St George's, University of London (formerly St George's Hospital Medical School) is a college of the University of London and, together with St George's Hospital NHS Trust, is located in Tooting, South London. St George's is a research-based institution with Bioscience, Clinical and Social Science academic departments closely integrated with extensive secondary and tertiary clinical NHS provision. The Division of Cellular and Molecular Medicine is one of six Divisions in the Faculty of Medicine and Biomedical Sciences. The Faculty of Health and Social Care Sciences is a unique partnership between St George's and Kingston University. The HSCS Faculty has Institutions of Radiography, Nursing, Midwifery, Social Work and Physiotherapy.

4.1 Research at St George's

Research is a crucial part of St George's academic activity and advances knowledge of biomedical science with translation into healthcare. St George's, as a Higher Education Institution, embodies the concept of research as a major component of academic achievement and scholarship which acts as a catalyst for Teaching and Enterprise. The Institution has achieved international excellence in several areas of basic and clinical research and aims to place increased emphasis in these areas and develop them further

by investment. This Research Strategy identifies such areas of research (Major Research Themes) and has developed a strategy for enhancement and growth which will to optimise achievement in the next five years.

The Major Research Themes encompass the following areas:

- Infection
- Cardiac and Vascular Sciences
- Cell Signalling
- Epidemiology

Other areas will be recognised as developing research themes. These include Genetics, Health and Social Care Sciences and Mental Health which are research areas of particular strategic importance for St. George's. Although these areas will not be targeted for strategic investment they will be encouraged to continue to develop their research portfolios.

4.2 Teaching at St George's

There are currently over 1200 students registered for MB BS (Bachelor of Medicine, Bachelor of Surgery) degrees, on either the five-year, or graduate-entry four-year, programmes, and approximately 60 students on Intercalated BSc courses. The BSc in Biomedical Sciences course will admit 120 students in 2007. The BSc in Biomedical Informatics will admit 40 students in 2007. The Faculty of Health and Social Care Sciences has undergraduate and diploma students in Physiotherapy, Radiography, Nursing and Midwifery and Social Work. In 2004, an M Pharm course was established jointly with Kingston University in which 4 modules are taught at St George's and with a current intake of 100 students each year. The Institution also teaches multi-professional taught postgraduate courses in a range of subjects.

Biomedical researchers contribute in an important way to laboratory teaching of self selected projects in the BSc and laboratory teaching in the BSc and MRes courses. Such laboratory exposure leads to PhD opportunities.

5. THE DIVISION OF CELLULAR AND MOLECULAR MEDICINE AND CORE FACILITIES

The Division is one of six in the Faculty of Medicine and Biomedical Sciences, created in 2002 with the aim of improving the structure of St George's as a whole. The Division of Cellular and Molecular Medicine comprises the Centre for Infection and Sections for Molecular Medicine and Cellular and Molecular Pathology. In recent years, research expenditure across St George's has been about £18 million annually, of which about 32% has been within the Division of Cellular and Molecular Medicine. In the Centre for Infection there are 18 Principal Investigators with over 60 research staff and Honorary Consultants from Medical Microbiology in St George's NHS Trust. Research is presently supported by 7 Programme Grants and by more than 50 Project Grants, derived from a variety of sources including Research Councils, major medical charities such as Wellcome, and by a range of industrial/pharmaceutical companies.

5.1 The St. George's Vaccine Institute

The St George's Vaccine Institute is an important human clinical trials unit which is part of the Division of Cellular and Molecular Medicine. The Institute has an international reputation in defining human immune responses to vaccines (potentially mucosal) and collaborate extensively with other units in the UK and overseas.

5.2 The Bacterial Microarray Group

The Bacterial Microarray Group (BUGS) microarray facility, funded by the Wellcome Trust, is the national reference centre for microbial arrays and represents an important research resource for the Division.

5.2 St George's Medical Biomics Centre

The Centre for Infection has close links with the Medical Biomics Centre, a purpose-built facility that integrates genomics, transcriptomics, proteomics, glycomics and metabolomics on a clinical site. The Biomics Centre provides excellent facilities for basic and clinical studies of cell signalling and proteomics through access to both equipment and in-house expertise (www.sgul.ac.uk/depts/biomics). Among a variety of state-of-the-art equipment, the unit has Kratos Axima MALDI-TOF-, CIPHERGEN SELDI- and ThermoFinnigan Electrospray Tandem HPLC-MS-MS-mass spectrometers, Amersham DIGE 2D protein gel systems, automated DNA sequencers, a microarray facility with high resolution magic angle/LC-NMR facilities for metabolite studies.

6. PERSON SPECIFICATION

The post holder has/or will be required to have the following: -

	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
EXPERIENCE, SKILLS AND ABILITIES	<ul style="list-style-type: none"> ▪ Experience as an independent investigator ▪ Experience in immunology of infection ▪ Evidence of success in raising grant funding from a peer- reviewed source ▪ A good record of first author peer-reviewed publications ▪ Established ability to carry out a programme of focused research ▪ Demonstrate a strategy for further research in the area ▪ Teaching experience and enthusiasm for teaching ▪ Experience in supervising BSc/medical/PhD students ▪ Experience of managing staff in a research environment ▪ Well developed IT skills ▪ Postdoctoral training in immunology and/or infection 	<ul style="list-style-type: none"> ▪ Research experience in transmission and prevention of HIV as applied to vaccines and/or microbicides ▪ Experience of significant contribution to collaborative research projects ▪ Course management experience ▪ Experience of small group teaching e.g. CBLs
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Subjects relevant to the application of science to medicine particularly within the fields of immunology and infection. ▪ Good IT skills ▪ Demonstrate good organisational skills. 	<ul style="list-style-type: none"> ▪ Principles of scientific and medical education
PERSONAL QUALITIES	<ul style="list-style-type: none"> ▪ Good communication (oral and written) and interpersonal skills. ▪ Good organisational skills ▪ Ability to work on own initiative and be part of a team. ▪ Ability to relate/empathise with students/staff ▪ Helpful attitude to colleagues and students ▪ Highly motivated and enthusiastic 	
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> ▪ BSc (Hons) in relevant biological science ▪ Ph D in relevant area 	

7. FURTHER PARTICULARS

Brief Statement on Terms and Conditions of Post

A full statement of the terms and conditions of the post will be sent to the successful candidate.

Tenure

This post is tenable on a permanent basis. Non-clinical Lecturers and Senior Lecturers are required to serve an initial probationary period of three years. A Lecturer/Senior Lecturer who has already served a probationary period elsewhere may be exempted from part or all of the probationary period. A Lecturer/Senior Lecturer will be confirmed in his or her appointment on the completion of the probationary period if a satisfactory report is received from the Lecturer's Head of Division, and the Academic Senate so recommends.

Hours of Work

The normal working week is 35 hours. Members of the academic staff are required to be flexible in the arrangement of these hours to meet the demands of the post

Annual Leave

There are 32 days annual leave plus 11 public and other holidays.

Pension Arrangements

Membership of USS (Universities Superannuation Scheme) is optional; the employee's contribution rate is 6.35%. Existing members of NHSSS (National Health Service Superannuation Scheme) may elect to remain as members of that scheme.

Salary Scale

As stated above, the position would suit an experienced researcher but applications are also encouraged from less experienced researchers with demonstrated ability and promise.

For an appointment at the level of Senior Lecturer, the appointment will be made to SGUL grade 8:

£39,935 - £41,133 – £42,367 - £43,638 - £44,947 - £46,295 – discretionary points - £47,684 - £49,116 - £50,589 plus £2,465 London Allowance per annum.

For an appointment at the level of Lecturer, the appointment will be made to SGUL grade 7:

£32,471- £33,465 - £34,448 - £35,481 - £36,545 - £37,642 - £38,771 – discretionary points - £39,935 - £41,133 – £42,367 plus £2,465 London Allowance.

The salary scale and the position within it will be dependent on the qualifications and experience of the successful candidate.

Offers of Appointment

Offers of appointment are only valid if made by the Director of Administration or designated members of the Personnel Office staff acting on his behalf.

Offers of appointment are made subject to receipt of satisfactory references and satisfactory completion of probationary periods where appropriate.

Season Ticket and Parking Permit Loans

Employees are entitled to apply to the Finance Office for an interest free annual season travel ticket loan or a loan for a season ticket to allow on street parking in the vicinity of St George's (subject to availability).

Removal Expenses

In certain instances, reimbursement of removal expenses which have been approved in advance by the Personnel Office are payable up to a maximum of £2,100. Removal expenses are approved for specific costs which are incurred as a direct result of relocating, such as estate agent's fees, legal fees and bills from removal firms. Receipts must be provided as part of any claim submitted for expenses. In exceptional circumstances an additional allowance may be payable at the discretion of Council.

Place of Residence

The person appointed is expected to reside within 30 miles of St George's unless otherwise agreed by Council.

Right to work

St George's, University of London will comply with the Asylum and Immigration Act 1996 which requires all employees to provide documentary evidence of their legal right to work in the UK prior to commencing employment. For posts requiring a recognised degree level qualification and where there is no suitable UK or European Economic Area candidate, the Institution will take necessary steps to secure a work permit from the Home Office in order for a foreign national to take up employment.

All candidates invited to interview will be asked to provide copies of one of the following official documents:

- Copies of the identification pages or appropriate visa pages of their passport describing the holder as a British citizen or a EEA national or showing that they are otherwise entitled to work in the United Kingdom.
- A birth certificate issued in the UK or in the Republic of Ireland.
- A certificate of registration or naturalisation as a British citizen.
- A letter issued by the Immigration and Nationality Directorate of the Home Office indicating that the person has permission to take up employment.

All successful candidates will be required to provide the originals of one of the above documents on commencing employment.

Medical Clearance

St George's reserves the right to request successful candidates (including internal candidates) to complete pre-employment health questionnaires. In accordance with this, any offer of employment is made subject to satisfactory health clearance by the Staff Health Department.

Policy on Smoking at Work

St George's has established a no-smoking policy to minimise risks to the health of our staff and to maintain a tobacco smoke free working environment. The Policy stipulates that smoking is not permitted anywhere on the St George's site.

Equal Opportunities

St George's, University of London confirms its commitment to a comprehensive policy of equal opportunities in employment in which individuals are selected and treated on the basis of their relevant merits and abilities and are given equal opportunities. The aim of this policy is to ensure that no job applicant or employee should receive less favourable treatment on any grounds not relevant to good employment practice. St George's is committed to action to make this policy fully effective.

Further information about the post

Informal enquiries can be made to Professor Robin Shattock (Tel: 020 8725 5855 email: shattock@sgul.ac.uk).

Further information concerning the Division and individual members of staff can also be obtained on the St. George's, University of London website (www.sgul.ac.uk).

Application forms should be returned to:

The Recruitment Team
Personnel Office
St George's, University of London
Cranmer Terrace
London SW17 0RE

Tel: 020 8725 3314/0131
Fax: 020 8725 3426

Email: personnel@sgul.ac.uk

[Closing date: the deadline for receipt of applications is 5 pm on Thursday 12 July 2007.](#)

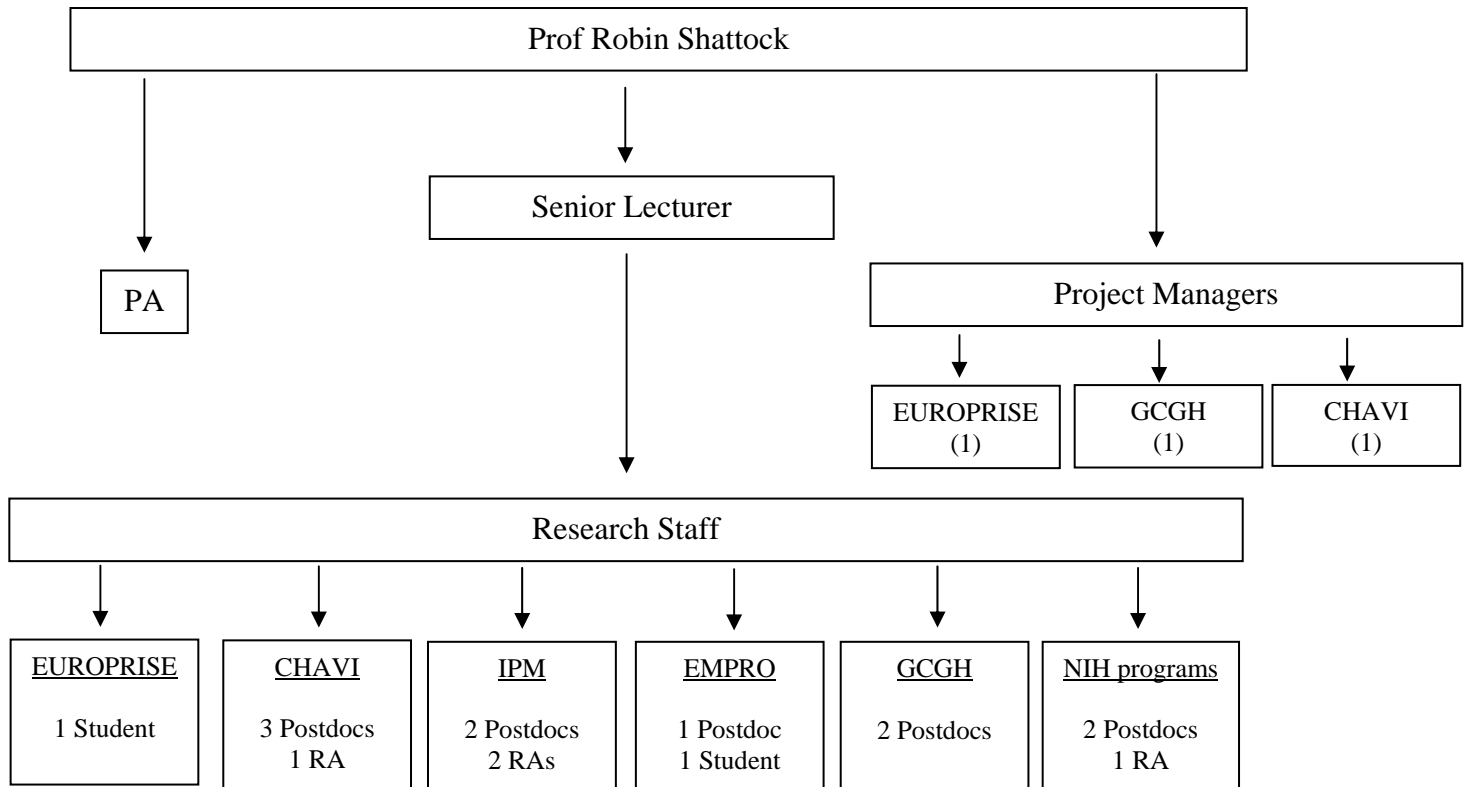
[Interviews and seminars are planned to take place on Monday 30 July 2007.](#)

References will be taken up before interview unless you indicate otherwise on the application form.

Please quote reference **309/07**.

As part of the selection process, each shortlisted candidate will be required to give a 25 minute talk on their research with particular emphasis on their future research plans to a general Cellular and Molecular Medicine audience. Power-point facilities will be available.

Line Management Structure



ST George's, University of London

RANGE OF STAFF BENEFITS

The following is a list of Staff benefits and facilities:

Pay and Pensions

- Final salary pension schemes (including option to continue existing membership of NHS pension scheme)
- Promotion procedure (annual) to recognise increases in responsibilities
- Merit Increments reviews (annual) to recognise and reward outstanding performance

Annual Leave

- Minimum entitlement of 27 days per year or maximum 32 days (pro-rata for part-time staff)
- 8 Bank Holidays
- 3 extra statutory days per year (normally between Christmas and New Year, when St George's is closed)

Work/Life Balance

- Flexible Working (part-time or reduced hours of work, opportunities to work from home for many posts, local flexibility in agreeing start and finish times of work)
- Generous maternity leave benefits (8 weeks full pay and 16 weeks half-pay) after completing one year's continuous service
- Long term sickness absence pay (rising to 6 months full pay and 6 months half pay after 5 years' service)
- Adoption and Paternity Leave entitlements
- Paid Time Off for Dependents (compassionate leave or for domestic emergencies)
- Parental Leave

Staff Development Programme

- Personal Development Review (appraisal) scheme for all staff.
- Comprehensive programme of training and development
- Management Development programme
- Learning and Teaching Support programme for teachers of students
- Dedicated programme for Research Staff, including career development, writing for publication and planning and managing a research project.
- Departmental and central funding for staff development
- Opportunity to achieve European Computer Driving Licence qualification

Trade Union and Staff Representatives

- Staff Forum for representatives of all staff groups to raise employment issues
- Formal recognition agreements with a number of trade unions

Staff Support

- Occupational Health Service
- Staff counselling and support service

Staff Facilities

- Sports Club (gymnasium, exercise classes, four open squash courts, two aerobics room, one resistance machine room and one free weight rooms)
- St George's Club and Bar
- Interest-free loans for season tickets, car parking permits and costs of training courses.