



**SENIOR RESEARCH ASSOCIATE
NORWICH MEDICAL SCHOOL**

Reference Number: RA1833

Further Particulars

The Post

You will join a multi-disciplinary team to evaluate new structural analogues of suramin as potential treatments for osteoarthritis. The work will be carried out in the group of Dr Linda Troeberg at Norwich Medical School, University of East Anglia. You will test the effects of suramin analogues on cartilage degradation in vitro and in explant models and assist with analysis of related in vivo data generated by collaborators. The successful candidate will have a strong background in protein biochemistry, as well as molecular and cell biology within a research environment.

Job Description

The main duties of the post holder are to:

- Evaluate effects of suramin analogues on markers of osteoarthritic cartilage breakdown (metalloproteases, heparan sulfate proteoglycans) and joint repair (e.g. collagen, aggrecan, TIMPs, growth factor signalling).
- Assist with analysis of related in vivo experiments conducted by collaborators (e.g. scoring of joint histology).
- Take responsibility for the planning and execution of own research, ensuring the validity and reliability of data at all times.
- Maintain accurate and up-to-date records of all findings and make these available to other members of the team.
- Liaise with project members and leaders.
- Present findings at regular group and institute research meetings.
- Write scientific research articles for publication in peer-reviewed international journals.
- Follow appropriate Health & Safety procedures, observe local codes of practice and observe and (if necessary) write COSHH assessments for all procedures used.

Person Specification

The full person specifications for this post is attached as Appendix A.

Informal Discussions

For an informal discussion please contact Dr Linda Troeberg, Senior Lecturer, via e-mail: l.troeberg@uea.ac.uk.

The Faculty of Medicine and Health Sciences (FMH)

The Faculty of Medicine and Health Sciences is led by the Pro-Vice-Chancellor of Medicine and Health Sciences, Professor Dylan Edwards, working closely with the Deans of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Learning and Teaching; Admissions; and Postgraduate Research. These senior academics, together with the Senior Faculty Manager, the Faculty

Human Resources Manager, and the Faculty Finance Manager, form the Faculty Executive.

Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences (HSC) and Norwich Medical School (MED), assisted by a Centre for Inter-professional Practice (CIPP).

The Norwich Medical School

Interim Dean of School: Professor William Fraser

The Norwich Medical School was established at UEA in 2001 and has over 200 members of academic, research and support staff – and a large number of active NHS secondees and honorary appointees – from a wide range of disciplines (including medical specialties, biological sciences and a range of social and statistical disciplines, including health economics, clinical psychology, epidemiology and medical statistics). The School has grown with a current entry each year of 168 students. Its first students graduated in 2007 and since then the School has been in the top 10 of all medical schools on the National Student Survey on three occasions, (4th in 2013); the Prescribing Skills Assessment pass rate is over 97%; the Situational Judgement Test is among the top scores nationally and the Preparedness to Practice and Core Skills Acquisition are consistently top 5.

In 2014 the school was shown to have produced some of the best prepared Foundation doctors, demonstrated through national data provided by the GMC following their annual survey of all doctors in training.

The Schools' research focus is on developing themes that answer important health questions, from an understanding of the basic mechanisms and genetics of disease through to clinical trials and from there to incorporation into clinical guidelines and evaluation within the broader health care community.

The Medical School has a vision to build a clinical and translational research programme of international standing based on the existing strengths of the Medical School, University of East Anglia (UEA), The Norfolk and Norwich University Hospital (NNUH) and the Norwich Research Park (NRP). The presence of 3 BBSRC research institutes on the Norwich Research Park, Quadram Institute (QI) John Innes Centre (JIC), Earlham Institute (EI) provides unique opportunities not available to other comparable medical schools.

Preventive medicine is a major goal for 21st century medicine. The role of diet in the prevention of a wide spectrum of disease will be a particular focus of research within the Medical School. Incorporated with this will be parallel strategies to understand the epidemiology and health economic impact of the conditions studied.

Areas of research within the Medical School include:

- Cancer Studies
- Clinical Science and Trials
- Epidemiology

- Gastroenterology and Gut Biology
- Health Economics
- Health Services Research
- Medical Microbiology
- Musculoskeletal Science
- Nutrition
- Psychological Sciences

Norwich Medical School is housed on East (main) campus in the Norwich Medical School Building, and on West Campus in the £20m Bob Champion Research and Education Building which opened in late 2014, adjacent to the Norfolk and Norwich University Hospital providing outstanding facilities for staff and supporting clinically orientated research.

There is a growing number of clinical academics in the areas of stroke and ageing; respiratory medicine; gastroenterology; clinical pharmacology; cardiology; primary care; public health and epidemiology; rheumatology; diabetes; and orthopaedics. The Medical School has for several years received an allocation of Walport academic training posts. There is particular strength within the Medical School in epidemiology, statistics and health economics and exciting possibilities for appointees to develop clinical trials with the NIHR fully registered Clinical Trials Unit as well as experimental medicine within the five-bed Clinical Research Facility (CRF) located in the University Hospital. There is a research 3T MRI scanner also located within the University Hospital.

Equality & Diversity and Athena SWAN

The University of East Anglia is proud of the increasing diversity of its campus and works with staff, students and organisations around Norwich, Norfolk, regionally and nationally, to achieve its aim of being an inclusive place for study and work. The University is strongly committed to the Athena SWAN principles and is the proud holder of an institutional Silver Athena SWAN award www.uea.ac.uk/equality/athenaswan. This Award recognises and celebrates good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine (STEMM) in higher education.

Norwich Medical School is committed to the principles of the Athena SWAN charter; obtaining a Bronze Award in 2014, and awarded a much coveted Silver in November 2015.

In May 2015 the charter was expanded to recognise work in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly as well as barriers to progression that affect women.

The School aims to provide the facilities and the working environment that allow all staff and students to contribute fully, to flourish, and to excel. MED's Equality & Diversity Committee SEESAW (Supporting Excellence Equality and Satisfaction for All at Work) is committed to recognising and addressing

inequality and to promoting a culture that supports diversity and encourages all staff across a wide portfolio of activities.

The School recognises the importance of supporting women at all stages of their careers, and we proactively support women in applications for promotion, pay awards, flexible working, training, and career development in both research and teaching.

We also support a range of initiatives tailored to support those returning from parental leave or career breaks.

The UEA Campus has a range of facilities to promote family-friendly working, including a fully equipped dedicated baby change and feeding room with hand washing facilities, a baby changing station, fridge, microwave, bottle and food warmer, and a medical bed for rest purposes. Baby changing facilities are also available in our campus coffee shop. The campus has a medical centre, a dental practice, and a nursery offering Ofsted-rated 'Outstanding' day care for children from three months until school age in purpose built surroundings with large outside play spaces.

Many other aspects of the University contribute to the overall quality of life and work for our staff at UEA, further details can be found here www.uea.ac.uk/web/working-life/home.

Details of MED's Equality and Diversity Committee and our work in Norwich Medical School can be found at <https://www.uea.ac.uk/medicine/equality>

Promoting the career development of our research staff

Norwich Medical School is committed to delivering the ethos of the *UK Concordat to Support the Career Development of Researchers*. In addition to the training budget available through individual research grants, the school assigns £200 per year per researcher which is likely to be matched by UEA training budgets, along with five days for year (pro rata for part time staff) for the purposes of training and career developing. We actively encourage mentorship and the involvement of our research staff in teaching and school committees

Positive Action Statement

Norwich Medical School positively encourages applications from suitably qualified and eligible candidates regardless of gender, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

GENERAL

Salary

Salary will be £33,797 to £40,322 per annum, on Grade 7 on the single salary spine. The normal expectation is that the starting salary will be at the minimum of the advertised salary scale.

The appointment will be in accordance with the terms and conditions for Research and Analogous staff.

Starting date

This full-time post is offered on a fixed term basis until 28 August 2022.

Terms and Conditions of appointment

Full details of terms and conditions of employment for Research & Analogous Staff will be made available to the candidate to whom the appointment is offered, but attention is drawn at this stage to the following conditions:

Residence

The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during the working week in support of these goals.

During periods of Covid restrictions, you may be required to work from home in a location within the United Kingdom. Approval for any period of working overseas during such periods must be sought in advance via the Human Resources Division who will consult with the Head of School or Head of Division.

Annual Leave Entitlement

There is an annual holiday entitlement of six weeks plus statutory (8 days) and customary (6 days) holidays.

Superannuation

The post is superannuable under the Universities Superannuation Scheme.

This appointment will be subject to:

- **Proof of Qualifications**

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered the post you will be asked to provide original certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

- **Entitlement to Work in the United Kingdom**

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK. Candidates invited to interview will be provided with a list of appropriate documents that can be provided as evidence. Please DO NOT provide this with your application.

From 1 January 2021 individuals of all nationalities, except for British and Irish, wishing to enter the UK to undertake employment will have to meet eligibility criteria under a new points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant conditions are met. Individuals who will require a visa should familiarise themselves with the [Skilled Worker Guidance](#).

- **Occupational Health Assessment**

Appointment will be subject to a satisfactory Occupational Health Assessment to be undertaken by the University's Occupational Health Provider.

APPLICATION AND RECRUITMENT PROCESS

To apply for this vacancy, please follow the online instructions at: <https://myview.uea.ac.uk/webrecruitment/> .

Your completed application and CV should be submitted by **Monday 12 April 2021**.

All communication with candidates regarding their applications will be by email. Please check your emails (and spam folder) regularly.

Please note that feedback will not normally be provided to those applicants who are not shortlisted for this post.

Equal Opportunities Monitoring Form

Please note, the application form contains an Equal Opportunities section which must be completed.

The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

Referees

In naming referees in your application, you are requested to give only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

Interviews

It is anticipated that interviews and presentations will take place via MSTeams late April 2021 and candidates who have not heard by 23 April 2021 should assume their application has been unsuccessful.

Successful shortlisted candidates may be notified of their interview times by telephone and/or email and it is therefore essential you include both of these in your application.

Candidates should note that travel and incidental expenses incurred in attending the interview will not be reimbursed.

This document is available in alternative formats e.g. large print, disk and online. If you need this document in an alternative format please contact us on 01603 593034 or email hr@uea.ac.uk

PERSON SPECIFICATION

**Senior Research Associate
School: MED**

Ref: RA1833

Criteria	Essential	Desirable
Education, Experience and Achievements	<ul style="list-style-type: none"> • A PhD (or near completion) in biochemistry, molecular and cell biology, or a related discipline. • Previous laboratory experience in protein biochemistry, molecular and cell biology within a research environment and publication in relevant, peer-reviewed journals. 	<ul style="list-style-type: none"> • Previous experience with analytical HPLC of glycans. • Previous experience with in vivo models of osteoarthritis. • Previous experience of research on proteinases, osteoarthritis, extracellular matrix or heparan sulfate proteoglycans.
Skills and Knowledge	<ul style="list-style-type: none"> • Demonstrable communication skills in English language, both written and oral, with an ability to clearly present results to multidisciplinary audiences and to write clearly and succinctly for publication. • Ability to keep detailed laboratory records and report on progress at regular intervals. 	<ul style="list-style-type: none"> • First author papers, preferably in high impact journals and presentation of results at international conferences.
Personal Attributes	<ul style="list-style-type: none"> • Good interpersonal skills, with ability to work co-operatively and communicate effectively within a multi-disciplinary team. • Ability to work independently under own initiative, with strong attention to detail and a high level of reliability. 	

	<ul style="list-style-type: none">• Self-motivated with good organisational and time-management skills.	
Special Circumstances		