# Job description

<table>
<thead>
<tr>
<th>Job title</th>
<th>Clinical Oncology Research Fellow</th>
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<tbody>
<tr>
<td>Division</td>
<td>Medical Sciences Division</td>
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<tr>
<td>Department</td>
<td>Oxford Population Health (Nuffield Department of Population Health, University of Oxford)</td>
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<tr>
<td>Location</td>
<td>Old Road Campus, Headington, Oxford, OX3 7LF</td>
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<tr>
<td>Grade and salary</td>
<td>Salary: Grade E63 or E64: £29,384 - £58,398 per annum dependent on qualifications and experience, in line with current pay protection and transitional arrangements in the NHS</td>
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<tr>
<td>Hours</td>
<td>Full time (part time considered)</td>
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<tr>
<td>Contract type</td>
<td>Fixed term – 2 years (in the first instance)</td>
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<td>Vacancy reference</td>
<td>165686</td>
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About Oxford Population Health

Oxford Population Health (the Nuffield Department of Population Health) provides an excellent environment for multi-disciplinary research and teaching and for professional and support staff. We work together to answer some of the most important questions about the causes, prevention and treatment of disease.

The Department has around 750 staff, students and academic visitors working in a number of world-renowned population health research groups, including the Clinical Trial Service Unit and Epidemiological Studies Unit (CTSU), the Cancer Epidemiology Unit (CEU), the National Perinatal Epidemiology Unit (NPEU) and other groups working on public health, health economics, ethics and health record linkage. It is also a key partner in the Oxford University’s Big Data Institute.

In the 2021 Research Excellence Framework (REF), 96% of the research submitted to Unit of Assessment 2: Public Health, Health Services and Primary Care, was ranked either 4* (world-leading in terms of originality, significance and rigour) or 3* (internationally excellent in terms of originality, significance and rigour). This comprised research from Oxford Population Health and research from the Nuffield Department of Primary Care Health Sciences. We scored particularly well for having an environment that is conducive to producing research of world-leading quality and enabling outstanding impact, in terms of its vitality and sustainability.

In addition to its research activities, the Department is home to the MSc in Global Health Science and Epidemiology, the MSc in Clinical Trials, and a variety of short courses. Students also come to undertake research for DPhil degrees. Teaching is provided for undergraduates reading for Medicine and for public health doctors in specialist training.

For more information please visit the Oxford Population Health website.

About the Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching, and the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit the Medical Sciences Division website.

About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford’s researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we
aspire to build a truly diverse community which values and respects every individual’s unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe’s most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information please visit the [Oxford University website](http://www.ox.ac.uk).

**Research Programme**

The successful candidate will work in a Cancer Research UK funded research programme that aims to quantify the benefits and risks of cancer treatments. He or she will report to Carolyn Taylor and/or David Cutter (both clinical oncologists). They will work as part of a team within Oxford Population Health led by Carolyn Taylor FRCR, DPhil. Co-leaders are Sarah Darby PhD (statistician), Paul McGale PhD (statistician), David Cutter FRCR, DPhil, David Dodwell FRCR (clinical oncologist) and Gurdeep Mannu MRCSEd, DPhil (surgeon). The team also includes other statisticians, epidemiologists, DPhil students and a radiotherapy physicist (George Ntentas, DPhil).

The team are working on studies of the benefits and risks of cancer treatments, with a focus on breast cancer and lymphoma. Some examples are below:

1. Radiation dosimetry studies for radiotherapy dose-response relationships
2. Studies of radiation doses in breast cancer trials. For example estimating breast radiation doses in trials of partial breast radiotherapy, and assessing associations between dose and breast cancer recurrence
3. Radiation dosimetry in modern breast cancer regimens
4. Innovative radiation dosimetry methods eg using diagnostic PET-CT scans to predict radiation doses and risks for lymphoma radiotherapy
5. Studies using routinely-collected data from NHS-digital to assess risks of mortality and recurrence in cancer patients

These projects are led by the team in Oxford, and involve collaboration with oncologists, haematologists, statisticians, epidemiologists, and other scientists throughout the world. The successful applicant will be part of a strong and established team that aims to carry out research, which is both of the highest methodological quality and has the greatest possible influence, on cancer treatments.

**The role**

The post-holder will work as an independent scientist within our established research team. They will work on studies of the benefits and risks of radiotherapy for breast cancer and/or lymphoma. The post-holder will take responsibility for the implementation and extension of existing and planned studies (some are described above). There would be the possibility for the innovation and design of new related studies. These studies will require knowledge of radiotherapy planning (reconstruction of historical techniques and new/future techniques) that would focus on the estimation of radiation doses to target tissues (e.g. breast) and organs at risk (e.g. heart, lungs, oesophagus). This expertise in radiation oncology will be combined with statistical and epidemiological skills within our team to produce results that
are relevant to clinical practice. The post-holder will also provide additional Clinical Oncology input to some of the other ongoing studies and meta-analyses being conducted within the group.

Subject to passing selection criteria, there may be an opportunity for candidates to study for a DPhil.

**Responsibilities**

Specific areas of responsibility include:

- Developing new areas of research into the late effects of cancer treatments
- Estimation of doses to target regions and various organs at risk from different radiotherapy regimens
- Developing an understanding of the rationale behind the work and becoming familiar with the relevant literature
- Preparing scientific articles for publication, sometimes as main author and sometimes as contributing author
- Presenting at Regional, National and International meetings and at internal seminars and scientific meetings
- Contribution of general Clinical Oncology expertise to the team’s studies
- Handling clinical queries from external collaborators
- Adjudication, coding and categorisation of histological diagnoses and causes of death
- To contribute, as required to the wider academic activities of Oxford Population Health (including teaching, student mentoring or supervision, and assessment) and to participate in appropriate training and quality assurance processes for such roles

The above list is not exhaustive and the role-holder is required to undertake such duties as may reasonably be requested within the scope of the post. All staff are required to act in a professional, cooperative and flexible manner, in line with the requirements of the post.

**Selection criteria**

**Essential**

- This post must be held in conjunction with an honorary (non-stipendiary) contract with a relevant NHS Trust
- Applicants must be medically qualified, and GMC registered with a valid licence to practice
- Applicants must also be a Member or Fellow of a relevant Royal College (or equivalent)
- Good grounding in clinical oncology (FRCR part 1 or equivalent)
- The ability to work independently and to show initiative
- The ability to work within a team
- An interest in epidemiology
- Excellent communication skills
- Excellent organizational and presentation skills
- Willing to travel when required
- Ability to work accurately, with an understanding of the importance of attention to detail
Desirable

- An interest in the reliable evaluation of treatment
- Ability to use databases

For informal discussion, please contact Carolyn Taylor carolyn.taylor@ndph.ox.ac.uk and David Cutter david.cutter@ndph.ox.ac.uk

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven’t done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University’s pre-employment screening procedures.

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

Please upload your CV and supporting statement as PDF files with your name and the document type in the filename.

All applications must be received by midday UK time on the closing date stated in the online advertisement.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.
If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help
Help and support is available from the HR Systems Recruitment support webpage. If you require any further assistance please email the Recruitment Support team.

To return to the online application at any stage, please go to the University’s recruitment website. Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. Please check your spam/junk mail if you do not receive this email.

Important information for candidates

Data privacy
Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University’s Privacy Notice for Job Applicants. The University’s Policy on Data Protection is available on the University’s Compliance webpages.

The University’s policy on retirement
The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at grade 8 and above. The justification for this is explained at: https://hr.admin.ox.ac.uk/the-ejra

For existing employees, any employment beyond the retirement age is subject to approval through the procedures: https://hr.admin.ox.ac.uk/the-ejra

There is no normal or fixed age at which staff in posts at grades 1–7 have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity
Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
Benefits of working at the University

Employee benefits
University employees enjoy 38 days’ paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums.

University Club and sports facilities
Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool.

Information for staff new to Oxford
If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents.

Family-friendly benefits
With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives.

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries. For full details, including how to apply and the costs, see the Childcare Services webpages.

Disabled staff
We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University’s Staff Disability Advisor, see the Disability Support webpages.

Staff networks
The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information on the Equality and Diversity at Oxford webpages.

The University of Oxford Newcomers’ Club
The University of Oxford Newcomers’ Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area.