Cytometry Facility Lead Scientist
Iain Fraser Cytometry Centre, School of Medicine, Medical Sciences and Nutrition

Closing date: 24 October 2019
Interview date: To Be Confirmed
Reference number: IMS176A
**Introduction**

*A Lead Cytometry expert post is available for a highly motivated flow cytometrist to manage, promote and develop the Iain Fraser Cytometry Centre (IFCC).*

This post is for a highly motivated Flow Cytometry expert to manage, promote and develop the Iain Fraser Cytometry Centre (IFCC).

The IFCC, supported by the Cytometry Lead working with 2.5 FTE technicians, is sited within our Institute of Medical Sciences, home to around 350 researchers and support staff ([https://www.abdn.ac.uk/ims/facilities/cytometry/index.php](https://www.abdn.ac.uk/ims/facilities/cytometry/index.php))

The IFCC hosts a number of cutting-edge cytometry technologies include Imaging Flow Cytometry (ImageStream MKII), hi-speed bio-contained cell sorting (BD Influx), multiplexing systems (BioPlex), multiple multicolour analysis (BD LSR Fortessa, BD LSRII, ThermoFisher Attune, and BD FACS Calibur).

The Facility currently serves more than 60 research groups across the University and in local Research Institutes and Biotechnology Companies and is supported by two experienced and one trainee technicians.

Major research themes and projects using the Facility include translational and regenerative medicine, biological sciences including environmental and marine research, biomarker discovery, stem cells, cell signalling, gene expression, immunology and infection, microbiology, bone and musculoskeletal research.
Job description

Main purpose of the role:

This role is available at a Grade 7 or 8 depending on the experience and qualifications of the appointee. A higher level of leadership and contribution will be expected of a Grade 8, as detailed in the person specification.

You will be expected to lead, promote and develop the IFCC with a major focus on Research and Innovation by engaging with Group leaders to discuss the potential applications of the technologies, and how they can be used to address specific biological questions and to develop collaborative research projects. You will be expected to further promote the Facility by being an active member and leader in the scientific flow cytometry community and in future represent the Centre at scientific conferences.

You will also provide advice on the optimal and most cost-effective experimental design to address their question of interest. This includes the design and execution of multi-colour cell analysis and complex cell sorting applications using advanced digital cytometers and cell sorters. Your role will support the scientific research of the University by providing specialist technical knowledge, development of cytometry techniques, equipment, data analysis and training particular to users’ requirements.

Postgraduate training and contributing to PG teaching and hosting or contributing to projects is also a feature of the role, as is promoting the Facility to external customers, presenting at events, showcasing the expertise to external visitors.

Key responsibilities:

Cytometry Facility Lead Scientist

- Budget control, shaping business development and managing the overall direction of the Centre, in collaboration with the other senior members of the UoA as well as external organisations.
- The day-to-day management and on-going training of 2.5 support technicians (Grade 6, Grade 4, Grade 3).
- Scheduling and administration of the Flow Cytometry Facility ensuring that it is operated and maintained to best practice standards.
- Advise Group leaders and Principal Investigators on cytometry applications relevant to their research area which will require extensive theoretical and practical “hands-on” knowledge and experience of flow cytometry.
- The implementation of systems and procedures to ensure compliance with legislation including developing and implementing policies and standard operating procedures.
- Collaborating and developing research projects involving flow cytometry, ensuring instrumentation and current techniques and applications are at the cutting edge of research.
- Design and delivery of training courses and workshops for internal and external users.
- Developing student research and technical skills through lectures, tutorials, workshops and projects at undergraduate and postgraduate level. This might include CPD.
- Promoting the Facility to external customers, presenting at events, showcasing the expertise to external visitors.

At a glance

Salary:
- Grade 7: £41,526 - £49,552 per annum
- Grade 8: £52,559 - £59,135 per annum

Hours of work:
- Full-Time (37.5 hours per week)

Contract type:
- Substantive
• Keeping up-to-date with technological developments, new equipment, dealing with suppliers, acting as a bridge between the companies and academic staff eg if interested in piloting new kit, software etc.

Candidate background

You will be an expert in the field of flow cytometry and be responsible for the on-going management and further development of the IFCC, a busy Cytometry Facility.

As well as scientific delivery, the appointee will be responsible for the management of the Facility including staff, customers, finances, new income streams, marketing, training of students and staff and equipment development.

Knowledge
- You must be educated to post graduate degree level in appropriate subject area – PhD or equivalent in a relevant scientific discipline.
- A professional Cytometry qualification desirable.
- Must have knowledge and research experience in biomedical and/or biological science.

Skills
- Excellent team leadership and management skills, with evidence of successful management of service delivery and ensuring best practice standards are maintained.
- Evidence of ability to interpret and analyse results using specialised Flow Cytometry software for inclusion in scientific reports and papers.
- Excellent interpersonal and communication skills and the ability to work autonomously and as part of a team, within a multi-disciplinary environment, is essential.
- An ability to represent the Facility and University at major scientific conferences.
- Ability to promote services to external commercial and academic customers.

Experience
- Post PhD research experience with extensive theoretical and practical “hands-on” flow cytometry.
- Multi-parameter FACS analysing essential.
- Experience of designing and executing multi-colour flow cytometry experiments using advanced digital analytical cytometers.
- Considerable experience operating digital cell sorters.
- Proven ability to develop novel technologies and their application to Life Sciences and Translational Research studies.
- Practical experience in budgeting and finance management with proven record of marketing and negotiation skills
- Experience of project and grant management to set and deliver targets.
- Experience in cost recovered facility management and team leading.
- Teaching experience at UG or PG level desirable.
Terms of appointment

Salary will be at the appropriate point on the salary scale for Grade 7 £41,526 - £49,522 or Grade 8 £52,559 - £59,135 negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and a 12 month probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This post does not meet the minimum requirements as issued by UK Visas & Immigration (UKVI) to qualify for an employer-sponsored visa. We are therefore unable to consider applications from candidates for this post who require sponsorship to work in the UK.
### Person specification

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<th><strong>Education/Qualifications</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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| Academic, technical and professional education and training | • PhD in a relevant scientific discipline  
• Post PhD research experience or ideally an equivalent combination of specialised experience and certification in flow cytometry, instrumentation and research applications. | • A professional Cytometry qualification  
• Experience in clinical research facilities. |

#### Work and Other relevant experience (including training)

- **eg** Specialist knowledge, levels of experience, supervisory experience, research

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<td>• Extensive theoretical and practical “hands-on” flow cytometry experience developing novel technologies and their application to Life Sciences and Translational Research studies, reflected by present standing as an active member and leader in the scientific flow cytometry community.</td>
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- Experience in project and grant management to set and deliver targets.

**For Grade 8 post**

- Experience of giving scientific presentations at conferences that showcase the cytometry technologies and facilities and represent the University or other employer.

- Experience of developing and delivering teaching and training in Flow Cytometry at graduate and more advanced levels.

- Design and delivery of training courses and workshops for internal and external users.

- Developing student research skills through lectures, tutorials, workshops and projects at undergraduate and postgraduate level.

- Applying for, and winning grants, for Knowledge Exchange or commercial projects.

- Delivering Public Engagement talks and demonstrations and engaging with philanthropic, international and other visitors.

- Ability to identify, engage with and sell services to external customers.

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<th>Personal qualities and abilities</th>
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<td>eg initiative, leadership, ability to work on own or with others, communication skills</td>
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- Excellent organisational, communication, computer and problem-solving skills.

- Highly developed interpersonal skills gained from experience of leading a scientific.

- Drive and ability to establish new relationships to increase both internal and external customer base.

- Ability to work autonomously and as part of a team within a multi-disciplinary environment.

- Flow Cytometry experience and expertise reflected in co-
• Demonstrated ability to use initiative to lead and develop facility, and to shape research strategies.

For Grade 8 post

• Demonstrated leadership using Cytometry expertise such as being PI on grants or Co-I on large equipment bids.

• Designed project topics for BSc Hons or MSc projects and delivered same.

• Been responsible for successful commercial business engagement and delivery.

Other

eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

• Occasional working out-with normal working hours.
The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 160 in the recent Times Higher Education Rankings 2019 and named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, Aberdeen is ‘open to all and dedicated to the pursuit of truth in the service of others’. the ‘global University of the north’ and has been named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019.

Aberdeen is a broad based, research intensive University, which puts students at the head of everything it does. It has significant academic strengths and potential across a wide variety of disciplines. Outstanding in a wide range of discipline areas across the entire research spectrum, Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment, which challenges, inspires and helps every individual to reach their full potential.

The University combines a distinguished heritage with a forward-looking attitude. In the past few years, the University has encouraged creativity in its academic staff, broken new ground with an innovative curriculum, and developed state-of-the-art facilities including the new Sir Duncan Rice Library and the Aberdeen Sports Village and Aquatics Centre. In looking to the future, the University seeks to enhance its reputation as one of the world’s leading Universities by moving forward with ever more ground breaking research; ensuring students have an intellectual and social experience second to none; and capitalising upon the dual role as one of the major institutions of the north and as a cornerstone of regional economic and cultural life.
The School (https://www.abdn.ac.uk/smmen/index.php) encompasses all of the disciplines that underpin today’s medicine, including biomedical sciences, health sciences, nutrition and medical, medical science and dental education and these are organised into five Institutes. The largest school in the University, the SMMSN has five Institutes: the Institute of Medical Sciences (IMS), the Institute of Applied Health Sciences (IAHS), the Rowett Institute, the Institute of Education in Medical and Dental Sciences (IEMDS) and the Institute of Dentistry, comprising all our undergraduate and postgraduate programmes and our own graduate entry Dental School.

Staff are line managed and research opportunities are supported through our institutes which work together in an integrated and coordinated way to deliver research and teaching across the School, details of which can be found on their websites as below.

- The Institute of Applied Health Sciences https://www.abdn.ac.uk/iahs/
- The Institute of Medical Sciences http://www.abdn.ac.uk/ims/
- The Rowett Institute http://www.abdn.ac.uk/rowett/
- The Institute of Education for Medical and Dental Sciences https://www.abdn.ac.uk/iemds/
- The Institute of Dentistry https://www.abdn.ac.uk/dental/

Within the IMS, our scientists are working towards the creation of effective therapies for patients with a range of debilitating and life-threatening conditions. Current research areas include: arthritis and musculoskeletal medicine; cell developmental and cancer biology; immunity, infection and inflammation; metabolic and cardiovascular health; microbiology and translational neuroscience.

Within the IAHS, research is focused on improving health and health care delivery. It is home to a multidisciplinary grouping of around 100 university academic staff who conduct population and clinically-orientated health research and hosts the Health Services Research Unit (HSRU) and Health Economics Research Unit (HERU), both funded by the Chief Scientist’s Office (CSO) of the Scottish Government.

As well as being the organisational home to the teaching scholarship staff and responsible for oversight of the UG and PGT programmes offered by the School, the IEMDS promotes and supports excellence in medical education through research and development, with a focus on conceptually and theoretically robust research and development which has strong potential for reaching international recognition.

The Dental Institute runs an undergraduate BDS programme and a growing suite of masters programmes for professional development.

We have several specialist Centres representing areas of research strength and capacity within the School all of which are willing to support colleagues on projects in their areas. More information is available at the following websites.

- The Aberdeen Biomedical Imaging Centre https://www.abdn.ac.uk/ims/research/abic/index.php
- The Centre for Healthcare Education Research and Innovation (https://www.abdn.ac.uk/cheri/)
- The Centre for Bacteria in Health and Disease (https://www.abdn.ac.uk/cbhd/)
- The Aberdeen Centre for Health Data Science (https://www.abdn.ac.uk/achds/)
- The Health Services Research Unit (https://www.abdn.ac.uk/hsru/)
- The Health Economics Research Unit (https://www.abdn.ac.uk/heru/)
• The Centre for Healthcare Randomised Trials (https://www.abdn.ac.uk/hsru/what-we-do/trials-unit/index.php)
• The Aberdeen Cardiovascular & Diabetes Centre (https://www.abdn.ac.uk/acdc/)
• The Aberdeen Centre for Arthritis and Musculoskeletal Health (https://www.abdn.ac.uk/acamh/)
• The Aberdeen Centre for Women’s Health (https://www.abdn.ac.uk/acwhr/)
• The Centre for Rural Health (https://www.abdn.ac.uk/iahs/research/crh/)

The School is home to over 800 staff and 2000fte students. It is located on the Foresterhill site, shared with our main clinical partner, NHS Grampian, with whom we work in close collaboration at primary and secondary care levels. This is one of the largest integrated healthcare delivery, training and research sites in Europe and has rich assets including state-of-the-art academic (research and teaching) and clinical buildings. Excellent infrastructure is also provided through core facilities for biomedical science including flow cytometry, proteomics, microscopy and genome sequencing, support for data health science projects and clinical trials.

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The city and the region

*Aberdeen and Aberdeenshire*

Aberdeen is world renowned for the key part it plays in Europe’s energy industry and the region is both the agricultural heartland of Scotland and a hub of the food and drink industry.

With the population approaching 230,000, Aberdeen is big enough to provide all the advantages of city life yet compact enough to enjoy the more intimate atmosphere usually associated with small towns.

Aberdeenshire is one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

To find out more about Aberdeen and Aberdeenshire go to [www.visitabdn.com](http://www.visitabdn.com)
How to apply

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 24 October 2019

Should you wish to make an informal enquiry please contact:

Professor Paul Fowler, Director of the IMS tel 01224 437528 or email p.a.fowler@abdn.ac.uk

Or

Professor Ian Stansfield Deputy Director of the IMS tel 01224 437318 or email i.stansfield@abdn.ac.uk

Please do not send application forms or CVs to Professor Fowler or Professor Stansfield

Please quote reference number IMS176A on all correspondence

The School of Medicine, Medical Sciences and Nutrition welcomes a diverse working environment and recognises the benefits this can bring. The School is keen to receive applications from individuals from across all of the equality protected characteristics (race, gender, disability, gender reassignment, age, sexual orientation, religion/belief, pregnancy/maternity, marriage/civil partnership).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found here:

https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php

The University’s commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award. The University is also a Stonewall Diversity Champion to further LGBT equality and a Disability Committed Employer recognising our commitment to supporting disabled staff and students.

https://www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277.php

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