



INSTITUTE FOR ANIMAL HEALTH  
PIRBRIGHT LABORATORY

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**Research Scientist**  
**POST REF: 09P/0038**

**JOB DESCRIPTION**

The Institute for Animal Health (IAH) is one of five research institutes of the Biotechnology and Biological Sciences Research Council (BBSRC) and is at the forefront of research into animal diseases.

It is based on two sites: **Compton (near Newbury)** and **Pirbright (near Woking)** where this post is based. In total, the Institute employs some 400 staff and, at any one time, is host to up to 50 students and visiting scientists

The Institute for Animal Health provides National and International Reference Laboratories for the diagnosis and characterization of important exotic viral diseases of domestic animals. We are establishing a unit dedicated to the provision of diagnostic reagents and kits for use within the institute's reference laboratories and for distribution globally through commercial partners. This is an exciting new development for IAH and is a direct result of the increasing demand for quality diagnostic reagents and kits globally.

The unit will work closely with members of Genecom, the technology transfer and business development team, and group leaders within the reference laboratories. Initially, the unit will focus on projects concerned primarily with the diagnosis of foot-and-mouth disease, but will expand to cover other diseases.

**PURPOSE**

The principal role and responsibility of this position will be to manage and support the development and transfer of commercially focussed diagnostic assays and associated reagents and provide training for IAH staff and visiting scientists in the associated protocols and technologies.

**Principal functions:**

1. Developing new reagents and methodologies for diagnostic assays
2. Developing and validating assays for antigen and antibody detection
3. Preparing and quality testing diagnostic reagents for internal QA/QC
4. Preparing and quality testing diagnostic reagents for distribution outside the IAH
5. In cooperation with Genecom, manage commercial contract obligations including research and development and project management
6. The compilation and dispatch of the kits and reagents
7. Overseeing the document management systems for MTA's and commercial agreements
8. Overseeing quality assurance procedures
9. Assisting in emergency outbreaks, participating in rotas to provide emergency on-call cover for dealing with samples that arrive out of hours

## **JOB DESCRIPTION**

This position is for a highly motivated scientist to manage the production and supply of diagnostic reagents and kits from our international reference laboratories and development and validation of new methodologies. The post will be within the Vesicular Diagnosis Group, a small friendly team who develop, validate, perform and supply diagnostic tests for foot-and-mouth disease virus and related viruses. The work underpins our reference laboratories in their support of national and international control of these important livestock diseases. The reference laboratories have obligations to DEFRA, the World Animal Health Organisation and the Food and Agriculture Organisation for the provision of diagnostic tests, disease surveillance activities and training for visiting scientists.

This position will support group leaders within the reference laboratories and will have responsibility to manage assay development and commercial supply projects and services. The position will also require close cooperation with Genecom, the commercialisation arm of the IAH. The successful candidate will be supported by Genecom will be expected to take an active role in project management when working with external clients and commercial collaborators to develop new reagents and methodologies to be used globally.

The institute operates at ISO 9001 and the reference laboratories are accredited to ISO 17025.

The principal activities of the post are:-

- Provide diagnostic assays and reagents required by DEFRA, OIE and FAO contracts
- Provide diagnostic assays and reagents for IAH researchers and collaborators
- Identification of new diagnostic requirements and opportunities for IAH and reference laboratory activities
- Identification and adoption of suitable new technologies
- Develop new reagents and methodologies
- Validation of methodologies
- Establish co-operative arrangements with external research collaborators and business partners
- Through close cooperation with Genecom provide a commercial income to the institute
- Market and sell services and support capabilities to National and International business and community agencies
- Provide training to scientists in established and developing diagnostic assays and associated technologies

The job description is only an outline of the tasks, responsibilities and outcomes required of the role. The jobholder will carry out any other duties as may be reasonably required by his/her line manager.

The job description and personal specification may be reviewed on an ongoing basis in accordance with the changing needs of the Human Resources Division and the Institute for Animal Health.

## **DUTIES AND RESPONSIBILITIES**

### **Essential**

The Institute is engaged in Research work on a number of virus diseases of live stock, several of which, in particular foot-and-mouth disease, are highly infectious to livestock, therefore compliance with the Disease Security Regulations is an essential requirement of employment.

The Employee must not live on any premises where any cloven hoofed animals are kept, such as cattle, sheep, pigs, goats or deer, and must not visit any premises where such animals are kept within three days of entering the restricted area of the laboratory, or within five days of entering the restricted animal accommodation.

All employees shall actively participate in the IAH-wide quality assurance system in conjunction with the Institute Quality Manager. Employees are also expected to safeguard their own health and safety and security by following IAH policies and all employees are responsible for the Health and Safety and security of staff under their management.

## **QUALIFICATION AND EXPERIENCE**

### **Essential criteria:**

1. Degree in a relevant science discipline
2. PhD or equivalent experience
3. Experience in laboratory testing procedures and test development
4. Experience in a range of immunology, cell biology and biochemistry methodologies
5. Experience and understanding of establishing and working to SOP, GLP and ISO level
6. Ability to work in a quality environment and to maintain accurate records in logbooks and computerised systems
7. Proven ability to manage and train staff
8. Ability to work part of the team and to work independently
9. Ability to adapt to changing circumstances
10. Ability to work to deadlines

### **Desirable criteria:**

1. Commercial experience in 'in vitro' diagnostics
2. Experience in hybridoma and cell culture
3. Experience in recombinant protein production
4. Experience in virology and associated tools
5. Experience in working in a commercial laboratory environment
6. Good working knowledge of computer systems and IT tools (Microsoft Office or other systems)

Full training in all techniques will be provided including emergency outbreak training.

## **ADDITIONAL INFORMATION**

For additional information or an informal discussion of how the Institute operates and the challenges which will face the successful candidate please telephone or write to the Institute for Animal Health, Pirbright Laboratory, Ash Road, Pirbright, Woking, Surrey, GU24 0NF (tel.01483 232 441 ) or email [pirbright.hr@bbsrc.ac.uk](mailto:pirbright.hr@bbsrc.ac.uk)

## **BENEFITS OF THE POST**

The post is graded at Band D/E dependent on qualifications and experience and is an indefinite contract, with funding currently until 15/09/2011. Starting salary for band D is £26,610 to £29,566 and band E is £33,780 to £37,534 depending on qualifications and experience. On appointment, you are eligible to join the Research Council's Pension Scheme. You have the choice of either:

- An attractive, index-linked defined benefit pension scheme that currently has a 3.5% member contribution rate. The bulk of the cost of this scheme is met by the employer:  
or
- A stakeholder pension with a contribution from the employer. Our basic contribution is based on your age, and we pay this regardless of whether you choose to contribute anything. You do not have to contribute if you do not wish to but, if you do, we will also match your contributions up to an additional 3% of pay.

Annual leave is 27 days on appointment plus 10.5 days public and privilege holidays. The Institute has a subsidised child care scheme, staff restaurant and free parking. Staff work a 37 hour week, Monday to Friday.

**Closing date:** 18<sup>th</sup> March 2010