



Science ◀ Health ◀
Food ◀ Innovation

QUADRAM INSTITUTE BIOSCIENCE CAREER PATHWAYS



INTRODUCTION

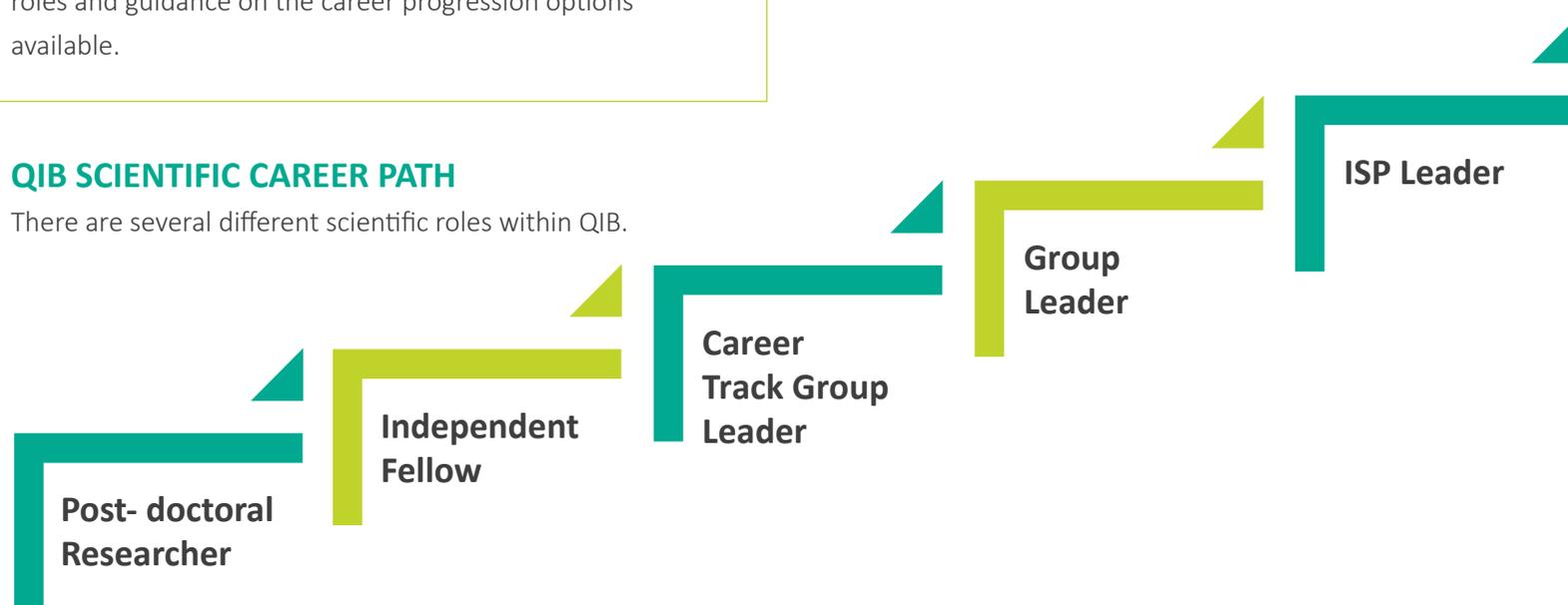
Quadram Institute Bioscience (QIB) is at the forefront of a new interface between food science, gut biology and health. It develops solutions to worldwide challenges in food-related disease and human health, and brings together the interdisciplinary teams to work with appropriate international organisations to address these major issues. QIB leads world class research on food and health within the Quadram Institute. We have a range of scientific, scientific support and administrative/professional roles within QIB and this booklet provides information about the roles and guidance on the career progression options available.

CAREER PROGRESSION AT QUADRAM INSTITUTE BIOSCIENCE

At QIB we are committed to training the scientists of the future and providing outstanding development opportunities for all. This reflects both our desire for ongoing excellence in science, together with our wish to enable people to develop transferable skills for their chosen career path, either within a research environment, or other professions.

QIB SCIENTIFIC CAREER PATH

There are several different scientific roles within QIB.



OUR SCIENTIFIC ROLES

POSTDOCTORAL RESEARCHER

The Role

You will work in a group conducting research to deliver one or more of the institute's research programmes. This may combine elements of research, enterprise and providing support for projects. You will start to develop independence as a researcher and begin to develop a national and international reputation within your area of science.

Expectations

Carrying out scientific research to a high standard and within expected timescales is key for this role. You will also contribute to the production of high quality papers and grant applications. Working collaboratively with stakeholders (e.g. funders, industry, the public), you will develop your national and international reputation by attending conferences, presenting posters and refining your research skills.

Career Progression

If you choose to continue your career within an institute environment, you will need to secure funding, usually as a co-investigator on a research grant, then apply for external funds to become an Independent Research Fellow at QIB or another research body. Alternatively, you may look to move into a specialist scientific support role or continue to develop your research career outside of QIB.

Development Opportunities

You will be looking to develop in areas such as grant and scientific writing skills, together with your presentation and public engagement and knowledge exchange skills. Mentors, career planning workshops and scientific seminars will also help support the development of your career. The Quadram Institute Postdoc Society runs a variety of career development and social events that provide support from within your peer group.



OUR SCIENTIFIC ROLES

INDEPENDENT FELLOW

The Role

Independent Fellows are hosted at QIB enabling early career scientists to flourish by focusing on their research project and working independently. To undertake this role, you will need to have secured funding to cover all of your research resources and expenses. In return the institute will help you with mentoring and support to develop your research, project and people management skills. The roles are fixed term covering the period of funding.

Expectations

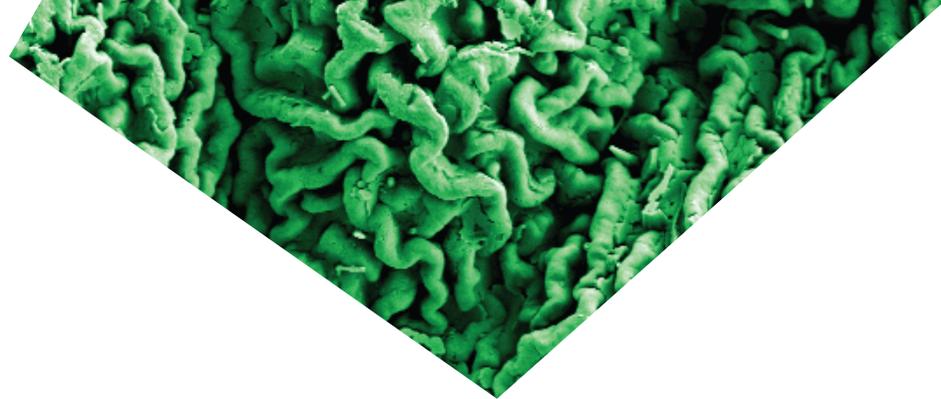
You will have responsibility for the delivery of your research project. This includes managing the project effectively, meeting timescales, managing people and performance, and writing high quality papers. You will be expected to present your work to a high standard at conferences and work collaboratively with institute colleagues and external stakeholders (e.g. funders, industry, the public). Participating in public engagement and knowledge exchange activities, and promoting the reputation of QIB as a world class institute are also key expectations of this role.

Career Progression

A Fellowship is an important step towards becoming a Group Leader. Following a successful Fellowship, you would be eligible to be considered for a role as a Career Track Group Leader depending on the availability of such roles. Alternatively, other new career options may be available such as teaching and lecturing roles or research in a commercial, as opposed to research based, organisation.

Development Opportunities

You will have access to a wide range of support and development opportunities to enhance your research whilst working as a Fellow. Opportunities to develop your research management skills, effective project management, managing resources and writing high quality papers will all be available. Developing your presentation skills and starting to gain more knowledge of people management issues will also be beneficial to support your personal development and give you a range of transferable skills for the future.



CAREER TRACK GROUP LEADER (CTGL)

The Role

Career Track Group Leaders (CTGLs) are experienced scientists who have shown the potential to lead a research project to deliver scientific excellence. At QIB, CTGLs are normally appointed on a five year contract and have access to a range of training and mentoring during this time to help them further develop their skills. During your tenure, you will be expected to demonstrate your ability to develop a strong track record of writing and managing research projects (including managing people) and produce high quality publications and grants. CTGLs may have responsibility for the delivery of Institute Strategic Programme (ISP) objectives, enabling QIB to achieve the delivery of its scientific vision.

Expectations

You will have overall responsibility for developing and leading a research team, maintaining high levels of performance and consistently obtaining grant income. You should be developing an excellent national and international reputation writing and publishing high quality papers in internationally recognised journals and participating in public engagement activities and promoting the reputation of QIB as a world class institute.

Career Progression

At the end of their five year contract, CTGLs will undergo a final review to assess their suitability for a tenured Group Leader role. This is normally only possible if you have met all of the required performance standards.

CTGLs will have gained valuable and transferable skills that can be utilised in a range of alternative careers outside QIB such as teaching or lecturing, or research / management roles in a commercial organisations.

Recommended Development

As managing a team is a crucial part of this role, developing your practical management skills will be important to help you achieve the expectations in this role. Skills training in areas such as managing performance, effective recruitment and motivating and engaging your team are all available at QIB. Getting feedback on your performance as a manager by participating in 360° feedback is also essential.

TENURED GROUP LEADERS

The Role

These are key management roles within QIB that involve leading research teams and research projects and supporting the ISP Leaders. Group Leaders have responsibility for the delivery of ISP objectives, enabling QIB to achieve the delivery of its scientific vision.

Expectations

You will have overall responsibility for leading a research team, maintaining high levels of performance, and consistently obtaining the required levels of grant income. You should have and maintain an excellent national and international reputation, writing and publishing high quality papers in internationally recognised journals. Participating in public engagement activities and promoting the reputation of QIB as a world class institute will be essential.

Career Progression

Group Leaders do have the opportunity to apply for personal promotion to a higher grade within their current role. This is only available to world class Group Leaders who regularly and consistently work to an outstanding standard. Outside of the institute, you may wish to move into senior academic roles or scientific leadership roles in commercial organisations.

Recommended Development

As managing a team is a crucial part of this role, it will be essential that you develop and maintain your practical management skills in terms of managing performance, carrying out effective recruitment, promoting equality and diversity, and motivating and engaging your team. Getting feedback on your performance as a manager by participating in 360° feedback is also essential.



INSTITUTE STRATEGIC PROGRAMME LEADER (ISP LEADER)

The Role

These key strategic roles within QIB are responsible for providing inspirational leadership and supporting the Director to enable QIB to develop as a world class research centre.

Working collaboratively with colleagues and stakeholders, ISP Leaders will develop and lead innovative scientific programmes to deliver internationally recognised high quality science developing solutions to worldwide challenges.

Expectations

ISP Leaders are expected to have overall management of one of the Institute Strategic Programmes. This includes developing scientific programmes and ensuring that they are effectively delivered. ISP Leaders lead and motivate teams and manage performance to ensure that grant income targets are achieved and excellence in science is consistently delivered.

Career Progression

ISP Leaders are some of the most senior roles in QIB and career changes at this level tend to be either to leadership roles in other institutes, academia or commercial/private sector organisations.

Recommended Development

Highly developed leadership skills are crucial. Maintaining your management skills in areas such as performance management, recruitment and selection, and team building is important and will be supported. Getting feedback on your performance as a leader by participating in 360o feedback is also encouraged.



Role	Expectations	Internal Career Progression	External Career Progression
Post-doctoral Researcher 	<p>High quality scientific research. Meeting expected timescales. Contribute to high quality papers and grant applications. Develop a national and international reputation.</p>	<p>Obtain grant funding to carry out research as an Independent Research Fellow. Move into a scientific support role.</p>	<p>Academia (teaching/lecturing). Research role in a commercial organisation e.g. pharmaceuticals etc. Professional support roles (e.g. business development, communications).</p>
Independent Research Fellow 	<p>High quality delivery of a research project. Managing people and resources. Participate in public engagement and knowledge exchange activities. Developing excellent national and international reputation.</p>	<p>Be considered for a position as CTGL.</p>	<p>Academia (teaching/lecturing). Research role in a commercial organisation e.g. pharmaceuticals etc.</p>
Career Track Group Leader (CTGL) 	<p>As Research Fellow, plus: Obtaining grant income (minimum of one £250,000 grant obtained at the time of final assessment). Substantial publication record (at least two four-star publications and two three-star publications as a minimum).</p>	<p>Successful appointment as a Tenured Group Leader.</p>	<p>Senior teaching or lecturing role. Management role in a commercial scientific/research organisation.</p>
Tenured Group Leader 	<p>As CTGL, plus: Promoting QIB as a world class institute. Driving high performance across the institute. Obtaining sustained income of £250,000 per annum (over and above ISP funding). Contribution to Research Excellence Framework. Role modelling outstanding leadership qualities.</p>	<p>Personal promotion within Group Leader salary grades. ISP Leader role if available.</p>	<p>Senior teaching or lecturing role. Management role in a commercial scientific/research organisation.</p>
Institute Strategic Programme Leader 	<p>As Tenured Group Leader plus; Developing scientific programmes and ensuring they are delivered. Leading and motivating teams to ensure excellence across the institute.</p>	<p>Senior/executive leadership role in other institutes, academia or commercial scientific/research organisations.</p>	



SCIENTIFIC SUPPORT ROLES

We have a diverse range of scientific support roles within QIB. These highly specialist roles provide crucial services to develop and support ongoing scientific excellence. Most of these posts are centrally funded through QIB's Core Capability Grant and provide services to all scientific programmes. Career development for scientific support roles tends to be through progression to management/leadership level roles within scientific support areas, or moves back into scientific research.

However, these roles can offer more stability in terms of funding than posts that are dependent on grant income for support.

The type of roles within the institute include:

SCIENTIFIC SUPPORT PLATFORMS

– These roles provide QIB with state-of-the-art expertise across several platform technologies, including sequencing, mass spectrometry, flow cytometry, low-field NMR and imaging.

LABORATORY MANAGEMENT

– Daily activities in the laboratories of QIB are supported by a team of Laboratory Managers and Technicians. This team plays a crucial role in the smooth running of our laboratories. They are the primary interface between science and the facilities management team and ensure health and safety practices are maintained. They also ensure the efficient and economic running of the laboratories and ancillary services; advising on the purchasing of equipment; space usage and refurbishment; have responsibility for communal scientific areas and equipment including the maintenance budget for scientific equipment in the institute

INFORMATICS

– These highly specialised roles develop methods and software tools for understanding biological data. As an interdisciplinary field of science, bioinformatics combines computer science, statistics, mathematics, and engineering to analyse and interpret biological data. Bioinformaticians normally have considerable experience in computer science, applied mathematics or statistics.

PROFESSIONAL SUPPORT ROLES

Several roles within QIB provide essential professional and administrative support across the institute. These include:

Business Development

– developing and implementing strategies and plans to increase income into the institute and support the translation of QIB's fundamental science into commercial and public good outcomes

Stakeholder Engagement

– developing and promoting the QI brand by delivering highly effective internal and external communications. This includes public affairs, communication with industry, staff engagement, oversight of fundraising, two-way dialogue with the public regarding our science and the management of the Institute's social media platforms.

Administration

– providing highly effective administrative and clerical support to research and scientific support teams across the institute.

There a range of different levels including supervisor and management/leadership roles within the professional support area and progression is through developing these skills and applying for vacancies.

NBI PARTNERSHIP SUPPORT ROLES

NBI Partnership Ltd (NBIP) provide a range of professional support services to QIB and other institutes across the Norwich Research Park including Finance, Human Resources, Computing, Library and Contracts and Purchasing.



PROFESSIONAL DEVELOPMENT

A wide range of training and events are held throughout the year to support you during your career in QIB. These include scientific and technical training such as grant writing and presentation workshops, together with personal development and leadership events

Details of the training and development available to you are provided in the QIB Learning and Development Framework, which is available to all staff.



SUPPORTING YOUR CAREER AND YOUR FAMILY

It can be difficult to balance a developing career and a growing family. As part of the Athena SWAN Charter, an initiative that recognises commitment to advancing women's careers in STEMM, we have a range of policies to help colleagues build their careers whilst caring for their family:

- ❏ Funding to employ an experienced postdoctoral scientist for up to a year to cover a period of maternity and/or shared parental leave.
- ❏ An extension to the five-year review period for CTGLs in compelling personal circumstances.
- ❏ Financial support for colleagues whose responsibilities to provide care for children or dependents has an impact on their freedom to attend conferences, workshops or networking and professional development events.
- ❏ Flexible working policy.



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