MANCHESTER 1824
The University of Manchester

Research Associate in Cancer Biology

DIVISION OF CANCER SCIENCES

School of Medical Sciences
Faculty of Biology, Medicine & Health

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CONTENTS

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF BIOLOGY, MEDICINE AND HEALTH

SCHOOL OF MEDICAL SCIENCES

DIVISION OF CANCER SCIENCES

Research Associate in Cancer Biology

Vacancy ref: BMH-031582

Terms of Appointment

Salary	£37,694 – £46,049 per annum, depending on relevant experience
Hours	1 FTE
Duration	Position available immediately for 30 months (2.5 years)
Probation	The successful candidate will have a 3-month probation period
Location	Oglesby Cancer Research Building, Christie Hospital Campus, Manchester
Responsible to	Dr Beth Barnes

Contact information

Dr Beth Barnes
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Research Associate in Cancer Biology

The Barnes Group

The Barnes Group is a newly established hybrid computational and experimental cancer biology lab focused on high-grade serous ovarian cancer (HGSOC), the most common and lethal form of ovarian cancer. Our central interest is how tumour cell-intrinsic biology shapes disease behaviour: why HGSOC tumours with the same diagnosis can show different transcriptional identities, functional behaviours and therapeutic responses.

We study HGSOC using clinically relevant experimental systems, including primary tumour cultures from patient-derived samples (see "The Living Ovarian Biobank" below). By integrating transcriptomic, genomic and other omic datasets with bespoke bioinformatics analyses, we identify tumour-cell programmes, candidate regulators and potential therapeutic vulnerabilities. We then develop experimental strategies to test these findings directly, with the aim of understanding how distinct tumour-cell phenotypes arise, persist and influence disease behaviour.

The Barnes Group was established in January 2026, and the successful candidate will be the group's first postdoctoral researcher. They will join a growing team comprising one PhD student, alongside three additional PhD students co-supervised by Dr Barnes. Although newly established, the group benefits from strong infrastructure through close collaboration and shared laboratory space and equipment with Prof Stephen Taylor's well-established research group, including joint lab meetings and journal clubs. We are embedded within a rapidly developing HGSOC research environment, working alongside newly established teams with complementary expertise in computational biology, cell biology and medical oncology, including groups led by Dr Cam Coulson-Gilmer and Dr Robert Morgan. This provides a supportive environment in which the successful candidate will help shape the experimental direction of a new lab while benefiting from the infrastructure, mentorship and intellectual community of a larger collaborative network.

The Living Ovarian Biobank

Our research themes are all underpinned by a unique and powerful resource, namely a living biobank of patient-derived *ex vivo* cell cultures. Facilitated by our location on The Christie hospital site, we collect samples from patients with chemo-naïve and relapsed ovarian cancer, either as solid biopsies or ascites. We established a workflow to generate cell cultures of highly purified tumour cells, unfettered by contaminating stromal cells and the microenvironment (**Figure 1**).

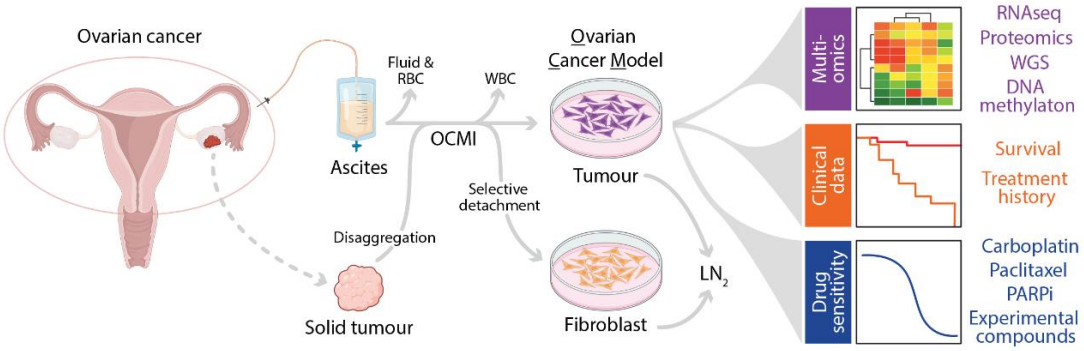

Figure 1. Generation and characterisation of ovarian cancer models (OCMs) from patient samples.
Ovarian cancer models are established from patient-derived ascites or solid tumour samples. Ascites samples are processed to remove fluid, red blood cells and white blood cells, while solid tumour samples are disaggregated prior to culture. Selective detachment is used to separate tumour and fibroblast fractions, enabling culture of purified tumour-cell models and matched stromal cells. Models are then characterised using RNA-seq, proteomics, whole-genome sequencing, DNA methylation analysis, linked clinical data and drug-sensitivity testing.

The biobank now consists of over 170 OCMs from over 110 patients, making it the largest and most diverse collection of its kind. These ovarian cancer models (OCMs) display the expected hallmarks of ovarian cancer but, in contrast to traditional primary cell cultures, they have extensive proliferative potential. We are now characterising the biobank using a range of omics approaches, including proteomics, RNA-seq, whole-genome sequencing using both Illumina short-read and Nanopore long-read platforms, and single-cell shallow whole-genome sequencing. Importantly, OCMs are amenable to drug-sensitivity profiling, either via short-term proliferation assays using time-lapse microscopy, or longer-term colony formation assays. This enables us to perform '*in vitro* clinical trials' to determine the size and shape of patient sub-populations likely to respond to any given therapy. Several OCMs have successfully been engrafted into mice, opening up the opportunity to perform *in vivo* drug profiling.

This post

This Grade 6 Research Associate position is available to start immediately. The successful candidate will play a central role in establishing and driving the experimental programme of the Barnes Group, using cellular models to interrogate tumour cell-intrinsic transcriptional subtypes in high-grade serous ovarian cancer.

Using RNA-seq profiling of purified tumour-cell fractions from the Living Ovarian Cancer Biobank, we have identified distinct tumour cell-intrinsic transcriptional subtypes in HGSOC (**Figure 2**), described in our recent bioRxiv preprint (see "Highlight publications" below).

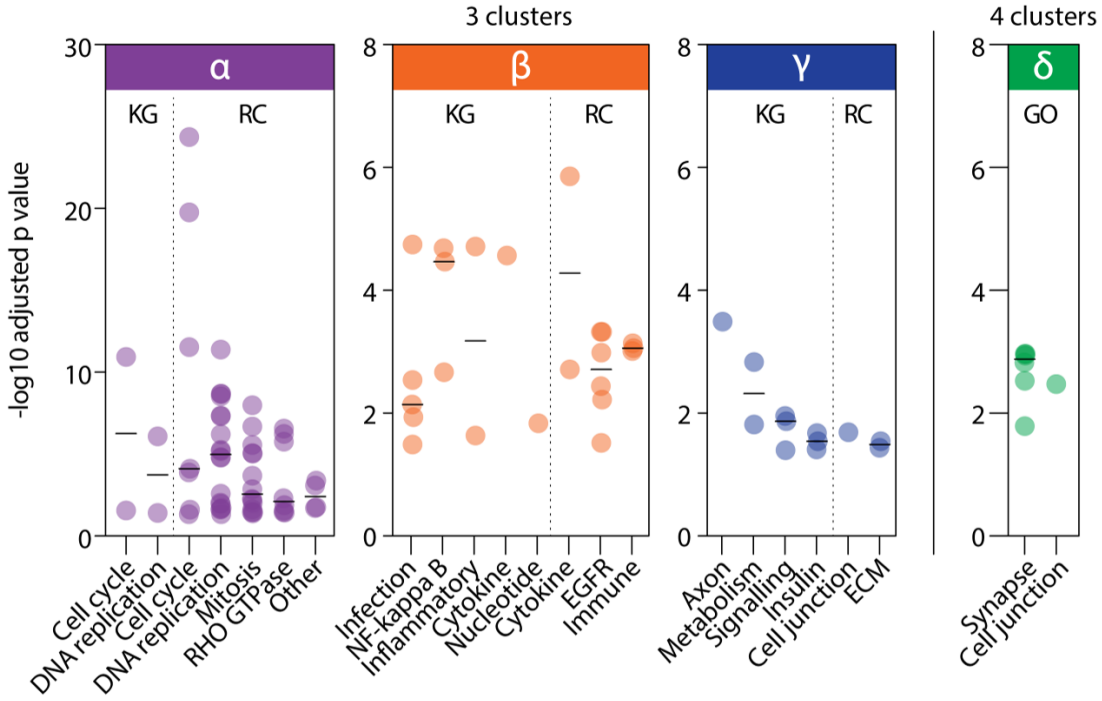

Figure 2. Pathway enrichment identifies distinct transcriptional programmes across HGSOC tumour cell-intrinsic subtypes.
Pathway enrichment analysis of genes upregulated in each NMF-defined transcriptional subtype, grouped into broader biological themes for visualisation. The three-cluster solution identified distinct **α**, **β** and **γ** programmes: **α** is dominated by cell-cycle, DNA replication, mitotic and RHO GTPase-associated pathways; **β** is enriched for inflammatory, infection-response, NF-κB, cytokine and immune signalling pathways; and **γ** shows enrichment of axon-associated, metabolic, signalling, insulin, cell-junction and extracellular-matrix-related pathways. At higher resolution, the **γ** subtype further resolves into a **δ** daughter subtype, in which synapse- and cell-junction-associated Gene Ontology terms become specifically enriched. Points represent enriched pathways within each theme, plotted by $-\log_{10}$adjusted p value. Pathway sources are indicated above each panel: KG, KEGG; RC, Reactome; GO, Gene Ontology.

These transcriptional subtypes include:

Alpha: a proliferative subtype enriched for cell-cycle, DNA replication, mitotic and replication-stress/DNA-repair programmes, with additional features of developmental and mesenchymal plasticity.

Beta: an inflammatory subtype characterised by tumour cell-intrinsic cytokine, chemokine, epithelial defence and stress-response signalling.

Gamma: a differentiated subtype marked by stronger epithelial/differentiation-associated features.

Delta: a gamma-derived subtype with enhanced neuronal identity and secretion-associated programmes, suggesting deeper lineage specialisation within the differentiated branch.

With continued expansion of the Living Ovarian Cancer Biobank, we have also identified an additional subtype:

Epsilon: a beta-derived subtype with immune-mimetic features, including complement-associated and myeloid/APC-like programmes (data not shown).

Together, these subtypes provide a framework for experimentally investigating the mechanisms that generate tumour-cell diversity in HGSOC. The successful candidate will have considerable scope to shape the direction of the project, choosing from multiple biological questions arising from these data. These may include:

1. Functional phenotyping of tumour cell-intrinsic subtypes

A major opportunity is to define how subtype-specific transcriptional programmes alter tumour-cell behaviour, and whether they create therapeutic vulnerabilities. This could include comparing subtype-associated phenotypes across OCMs from the Living Ovarian Biobank, such as proliferation, survival, morphology, migration, invasion, stress tolerance, DNA damage response, secretory behaviour and treatment response. Experimental approaches may include drug-sensitivity profiling, clonogenic or growth assays, time-lapse microscopy, high-content imaging, immunofluorescence, flow cytometry, cell-cycle and apoptosis assays, DNA damage assays, secretome profiling and transcriptomic or multi-omic profiling following perturbation.

2. Modelling the origins of transcriptional subtypes

A second direction could be to model how HGSOC transcriptional subtypes arise from fallopian tube and/or ovarian surface epithelial cells. This could involve engineering candidate subtype regulators identified through computational analyses, then testing whether these perturbations induce transcriptional and functional phenotypes resembling OCMs from the Living Ovarian Cancer Biobank. Experimental approaches may include CRISPR-mediated knockout or inducible overexpression of candidate transcription factors, chromatin regulators or signalling pathways.

For example, our data suggest that the delta “pseudoneuronal” subtype may be driven by loss of the transcriptional repressor REST. The successful candidate could test this by perturbing REST in fallopian tube and/or ovarian surface epithelial cells, then assessing whether this induces neuronal or secretory transcriptional programmes and functional behaviours resembling delta-subtype HGSOC.

Similarly, the beta inflammatory subtype may be driven by activation of NF-κB or related inflammatory signalling pathways. The successful candidate could test whether pathway activation is sufficient to induce beta-like cytokine, chemokine, epithelial defence and stress-response programmes, and whether these programmes alter tumour-cell survival, therapy response or interaction with other cell types.

3. Interactions between tumour-cell subtypes and the tumour microenvironment

A third direction could be to investigate how tumour cell-intrinsic subtypes interact with the tumour microenvironment. Although the subtypes were identified from purified tumour-cell fractions, their transcriptional programmes likely influence how malignant cells communicate with immune, stromal or

epithelial compartments *in vivo*. The successful candidate could develop co-culture systems to test whether different HGSOC subtypes differentially modulate immune-cell behaviour, fibroblast activation, matrix remodelling or epithelial-stromal interactions.

For example, beta and epsilon inflammatory/immune-mimetic subtypes could be tested for their ability to alter immune-cell recruitment, activation, suppression or cytokine responses. Other subtypes could be examined for effects on fibroblast behaviour, extracellular matrix deposition, contractility or desmoplastic-like responses. These experiments could be integrated with transcriptomic, proteomic, secretome or imaging-based readouts, with in-team bioinformatics support for analysis and interpretation.

Overall, the post offers an opportunity to take discoveries from computational tumour profiling into mechanistic experimental biology, with substantial freedom to shape a new research direction focused on tumour cell-intrinsic subtypes of HGSOC. The successful candidate will demonstrate expertise in at least one area relevant to the experimental plan they wish to pursue, such as cell-cycle dysregulation, inflammation in cancer, epithelial tumour biology, lineage specification, developmental signalling, transcriptional or epigenetic regulation of cell state, DNA damage response, tumour–immune interactions, functional genomics, or experimental modelling of cancer phenotypes. You do not need prior experience in ovarian cancer, but should be motivated to apply your expertise to understanding the tumour cell-intrinsic transcriptional subtypes of HGSOC.

Highlight publications

1. Barnes, B.M., et al., *Transcriptional Circuitry in HGSOC: A Dynamic Three-State Model Informed by a Living Biobank of Purified Tumour Fractions*. bioRxiv, 2025: 2025.07.18.665513.

2. Tighe, A., et al., *Screening a living biobank identifies cabazitaxel as a strategy to combat acquired taxol resistance in high-grade serous ovarian cancer.* Cell Rep Med, 2025. **6**: 102160.

3. Littler, S., et al., *Targeting SUMOylation in ovarian cancer: Sensitivity, resistance, and the role of MYC*. iScience, 2025. **28**: 112555.

4. Morgan, R.D., et al., *Germline BRCA1/2 status and chemotherapy response score in high-grade serous ovarian cancer*. Br J Cancer, 2024. **131**: 1919–1927.

5. Barnes, B.M., et al., *Epigenetics and ultraviolet radiation: Implications for skin ageing and carcinogenesis*. Skin Health Dis, 2024. **4**: e410.

6. Scelfo, A., et al., *Specialized replication mechanisms maintain genome stability at human centromeres.* Mol Cell, 2024. **84**: 1003–1020.e10.

7. Coulson-Gilmer, C., et al., *Intrinsic PARG inhibitor sensitivity is mimicked by TIMELESS haploinsufficiency and rescued by nucleoside supplementation*. NAR Cancer, 2024. **6**: zcae030.

8. Nelson, L., et al., *Exploiting a living biobank to delineate mechanisms underlying disease-specific chromosome instability*. Chromosome Res, 2023. **31**: 21.

9. Morgan, R.D., et al., *Homologous recombination deficiency in newly diagnosed FIGO stage III/IV high-grade epithelial ovarian cancer: a multi-national observational study*. Int J Gynecol Cancer, 2023. **33**: 1253–1259.

10. Golder, A., et al., *Multiple-low-dose therapy: effective killing of high-grade serous ovarian cancer cells with ATR and CHK1 inhibitors*. NAR Cancer, 2022. **4**: zcac036.

11. Barnes, B.M., et al., *Distinct transcriptional programs stratify ovarian cancer cell lines into the five major histological subtypes*. Genome Med, 2021. **13**: 140.

12. Bronder, D., et al., *TP53 loss initiates chromosomal instability in fallopian tube epithelial cells*. Dis Model Mech, 2021. **14**: dmm049001.

13. Coulson-Gilmer, C., et al., *Replication catastrophe is responsible for intrinsic PAR glycohydrolase inhibitor-sensitivity in patient-derived ovarian cancer models*. J Exp Clin Cancer Res, 2021. **40**: 323.

14. Nelson, L., et al., *A living biobank of ovarian cancer ex vivo models reveals profound mitotic heterogeneity*. Nat Commun, 2020. **11**: 822.

Key Responsibilities, Accountabilities and Duties

The range of duties will include:

- You will take responsibility for the day-to-day running of a research project, develop research objectives and drive the project forward in a rigorous, efficient and timely manner.
- Using all available research resources, laboratories and core facilities as appropriate, undertake a program of experimental research. You will be expected to produce work of suitable quality and publish in high-impact peer-reviewed journals.
- Use creativity and initiative to analyse and interpret research data, draw conclusions, and subsequently identify and drive new areas of research, develop new research methods, and extend the research portfolio.
- Actively read the scientific literature relating to (and around) the project, thereby continually updating knowledge and understanding in field, implement new research techniques and methods, and translate knowledge of advances in the subject area into research activity.
- Keep detailed accurate records of your research methods and findings, in an organised manner that is accessible to others.
- Communicate with supervisor on a regular basis to (a) report progress and (b) discuss the next steps; seek advice as and when necessary to ensure timely progress on the project.
- Manage routine communication with various internal and external stakeholders using a range of media including orally, in writing and electronically. Communicate material of a specialist or highly technical nature.
- Taking an active part in group lab meetings by regularly presenting data and discussing results with the team. In addition, present research findings at internal divisional seminars and meetings, as well as at national/international meetings and conferences.
- Write up research in a clear and concise manner as well as prepare figures ready for publication and assist with preparation of proposals and applications to external bodies, e.g. for funding and contractual purposes.
- Work with colleagues on joint projects, as required, and plan and manage own research activity in collaboration with others, contribute to collaborative decision making with colleagues in areas of research.
- Liaise with colleagues and students, build internal contacts and participate in internal and external networks for the exchange of information and to form relationships for future collaboration.
- Be aware of the risks in the work environment and their potential impact on their own work and that of others.
- Be involved in the assessment of student knowledge and supervision of projects, and assist in the development of student research skills.

General

- Maintain a professional approach to all activities and interactions, and embrace the team ethos, to help sustain an environment where all team members can perform to the best of their abilities.
- Balance, with support, the competing pressures of research and administrative demands and deadlines.

- Maintain confidentiality of information in line with data protection requirements and University policy.
- Comply with Health and Safety requirements, including having an awareness of personal responsibilities to maintain a safe working environment.

Social responsibility (All Staff)

- **One University**: A 'One University' approach, whereby we break down silos and work collaboratively towards furthering the University's strategic goals, vision and values.
- **Inclusion**: Support the University's ambition to create an inclusive place to work where every person matters, demonstrating a commitment to non-discriminatory conduct and respect for others, and fostering a University where people feel deeply connected to each other, to Manchester, and to the wider world.
- **Freedom of Speech and Academic Freedom**: Support the University's commitment to securing and actively promoting the importance of free speech and academic freedom within our community.
- **Service Excellence**: Committed to prioritising service excellence and high performance to deliver great people-centred experiences.
- **Agility**: Demonstrate a commitment to agility and continuous improvement by embracing change, championing innovation, and being flexible and forward thinking to adapt.
- **Sustainability**: A sustainable approach that safeguards the University of the future by championing environmental practices, advancing digital capability, and supporting financial stability and philanthropic initiatives.
- **Social Responsibility**: Promote and champion the University's social responsibility ambitions to advance social inclusion, prosperous communities, better health, and cultural engagement.

Person Specification

Essential Knowledge, Skills and Experience:

Background and training:

- Appropriate academic scientific training and a PhD in a relevant subject (e.g. cancer biology, cell biology, molecular biology, genetics, genomics, or a related discipline).
- Demonstrated expertise in at least **one** area detailed in this post, such as cell-cycle dysregulation, inflammation in cancer, epithelial tumour biology, lineage specification, developmental signalling, transcriptional or epigenetic regulation of cell state, DNA damage response, tumour–immune interactions, functional genomics, or experimental modelling of cancer phenotypes.
- Experience with mammalian cell culture and standard molecular or cell biology techniques.
- Proven ability to independently manage and scientifically drive a research project on a day-to-day basis.
- Evidence of an established or emerging high-quality publication record.

Scientific and analytical skills:

- Proven recent ability to contribute intellectually to the research project.
- Recent experience of developing and refining techniques and experimental approaches; the ability to initiate, optimise and complete experiments resulting in publication-quality data.

- Recent experience processing raw data sets into publication-quality figures and tables, applying quantitative and statistical techniques where necessary.
- Substantial recent experience of writing scientific manuscripts, conference abstracts and presentations.

Transferable skills:

- Excellent organisational and time/data management skills.
- Excellent interpersonal and communication skills and ability to work with colleagues at all levels.
- Excellent attention-to-detail.
- Flexible approach to dealing with research problems as they arise.
- Excellent written communication, able to produce complex documents in a timely manner.
- Excellent presentation skills.

Team working skills:

- A willingness to contribute to the work of others by offering practical and intellectual help.
- A willingness to take the opportunity to supervise more junior staff and students.
- A willingness to make constructive contributions to management and maintenance of laboratory infrastructure.
- Ability to assess and organise resources.
- Ability to support and drive effective collaboration.
- Understand equal opportunity issues as they may impact on areas of research content.

Desirable Knowledge, Skills and Experience (not essential):

- Experience with primary cell culture and/or organoids
- Experience with CRISPR/Cas9, genetic perturbation, knock-in/knockout systems, inducible expression systems, or functional genomics.
- Experience with drug-sensitivity assays, phenotypic screening, co-culture systems, or tumour microenvironment models.
- Experience in ovarian, endometrial, gynaecological, epithelial, or other solid tumour biology.
- Familiarity with basic bioinformatics or working closely with computational biologists.

Expectations and success factors:

- To be a proactive team member and treat all colleagues and students with respect.
- To be willing to work across organisational boundaries.
- To seek new knowledge and share ideas.
- To be open and responsive to change and innovation.

The above particulars are intended as a general guide to the duties of the post and the conditions of service. They do not constitute a contract of employment between the University and the person appointed. The successful applicant will, however, receive a full set of conditions of service on appointment.

The University of Manchester

The University of Manchester is one of the largest universities in the UK with more than 44,000 students and 12,000 staff. We aim to strengthen our position as a world-leading research university and are committed to delivering (a) an outstanding teaching and learning experience; (b) contributing to the social and economic success of local, national and international communities; (c) producing the highest calibre graduates; (d) and developing our staff to be amongst the very best of their peers. Our trajectory is excellent, evidenced by recently being ranked 2nd in the world in the THE Impact rankings.

We are unique in the UK higher education sector in having Social Responsibility as one of our three core strategic goals, sitting equally alongside our commitments to research and teaching. To achieve our ambitious goals, we aim to attract and retain the very best people to work across a range of academic disciplines and support functions.

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition, combined with opportunities and support to help us all achieve our personal and professional goals. Our diverse job opportunities include an attractive benefits package with family-friendly policies that provide for flexible working. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development. We have a genuine commitment to equality of opportunity for our staff and students, and our ambition is to employ a workforce that reflects the diverse community we serve.

Faculty of Biology, Medicine and Health (FBMH)

The Faculty of Biology, Medicine and Health (**Figure 3**) has an integrated structure to deliver a truly translational approach to the life sciences, ensuring smooth research pathways – from pure discovery science through to clinical application and patient care. With a total annual income of over £300 million, and over 3,000 members of staff, the Faculty is comparable in size to a medium-sized UK university. Thirty undergraduate and 90 postgraduate programmes offer our 11,000 students opportunities to develop the skills and knowledge they need for a successful career. The integration of discovery biology, clinical application and patient care within a single Faculty, particularly in a region with notable health inequality, provides us with a real opportunity to have a very significant and positive impact on people's lives.

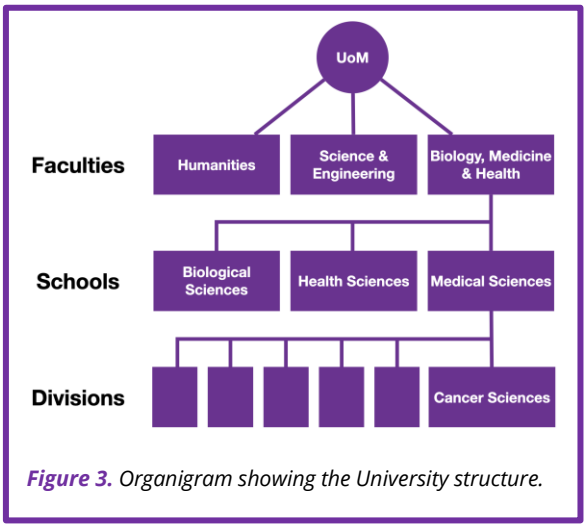

Figure 3. *Organigram showing the University structure.*

The School of Medical Sciences (SMS)

The School of Medical Sciences is one of three Schools which form the Faculty of Biology, Medicine and Health. Led by Professor Tony Heagerty, the School contains the Divisions of Cardiovascular Sciences; Cancer Sciences; Dentistry; Developmental Biology and Medicine; Diabetes, Endocrinology and Gastroenterology; and Medical Education. In addition to a strong and diverse research base, SMS has a major teaching portfolio, being responsible for the MB ChB and BDS programmes plus a large suite of Masters courses.

Division of Cancer Sciences (DCS)

The Division of Cancer Sciences (DCS), which is effectively a large university department, was created in August 2016 with Prof. Stephen Taylor appointed as Head of Division in February 2019. It is a major contributor to the University's Cancer beacon and the wider Manchester cancer ecosystem, with research interests spanning discovery science, translational research and clinical studies.

The Division currently comprises approx. 360 staff including 64 academics, ~100 researchers, 150 trainees (PhD and Master's students) and 25 admin staff and project managers. ~150 honorary staff and Emeritus Professors are also associated with the Division; while not employees of the University they make invaluable contributions to a wide range of our activities, adding breadth and depth to our research, business engagement, teaching, social responsibility and internationalization.

The Division of Cancer Sciences is very research active; with an annual grant income of ~£20M. DCS has a strong portfolio of income from industry, working with a number of companies including Novartis, AstraZeneca, Merck, GlaxoSmithKline and Varian. The Division has a healthy pipeline of industrial collaborations, and we wish to build on these successful partnerships. Supporting a strong research profile, DCS generates a large number of high-quality publications, and we envisage a strong REF return at the next national audit. A large proportion of publications are in clinical oncology journals (e.g., *Lancet Oncology*, *J Clin Oncol*) consistent with the Division's strength in clinical research, but DCS staff also publish in high impact discovery journals (e.g., *Nature*, *Cancer Cell*).

Division staff contribute to a wide variety of teaching activities, including at undergraduate level within SMS and SBS. The Division contributes to units in other Faculties, (e.g., medical physics in FSE). The Division also runs a number of Master's programs in the oncology space (e.g. Experimental Cancer Medicine, Oncology, Cancer and Biology and Radiotherapy physics). In 2019, the Division made its first teaching-focused appointment with the primary objective of establishing a novel blended on-line Transformative Oncology Master's program, with the first students enrolling in September 2022.

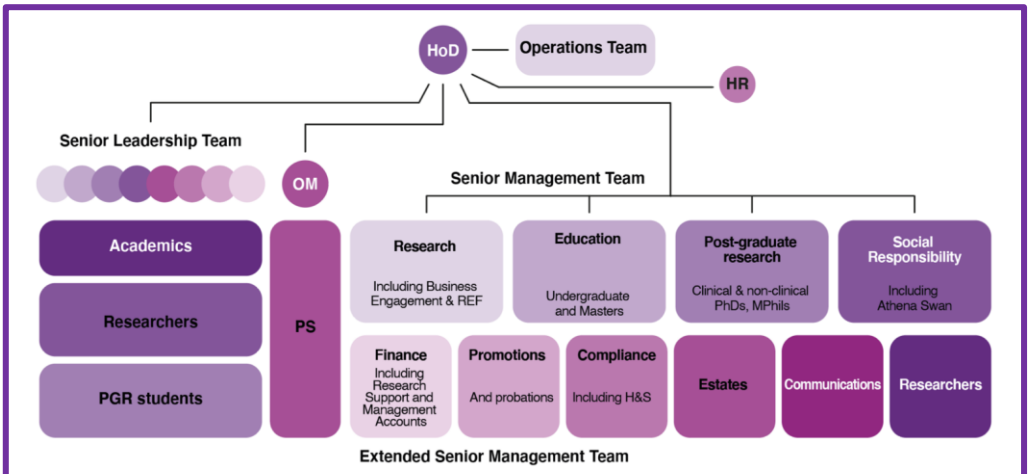

Figure 4. *Organigram showing the Division structure. OM, Operations Manager; PS, Professional Services; HR, Human Resources.*

To manage the Division, we have established a comprehensive sub-structure comprised of an Operations Team, a Senior Leadership Team, a Senior Management Team and committees (**Figure 4**). The Operations Team meets weekly to update, discuss and action a variety of operational matters. The Senior Leadership Team consists of senior academics whose role is to assist the Head of Division with line management and annual P&DRs of the academic staff, and to provide guidance and advice to the Head of Division. In Spring 2020, we established a comprehensive set of sub-committees covering key areas of activity. The key leads form the Senior Management Team (SMT) who meet frequently to develop and deliver the Division's strategy. This new structure provides a functional framework for the Division and is allowing researchers and junior academics to help shape the Division into a vibrant academic environment. For example, the Researcher Committee has established an internal seminar series, while in parallel, four junior academics have established a '*Next generation*'

external seminar program which showcases external cancer-related research from investigators at the early stages of their independent careers.

Our strategic partnerships

The Division of Cancer Sciences has a number of key strategic partnerships that underpin its ambitions to develop next generation teaching and research.

The Manchester Cancer Research Centre. Led by Professor Rob Bristow, the MCRC is a world-leading research partnership founded by The University of Manchester, Cancer Research UK and The Christie NHS Foundation Trust, and is responsible for driving a consistent and integrated strategy for cancer research and innovation in Manchester. The MCRC's vision is that by uniting science and driving clinical excellence we will create a future free from the burden of cancer. In order to achieve this vision, the MCRC is leading in the development of prevention and early detection and precision medicine strategies that enable cancer to be identified earlier and curative treatments to be delivered to everyone. As a hub for Cancer research in the University structure, the Division of Cancer Sciences is a key component of the MCRC with many of our academic cohort working closely with the MCRC to drive a *one-Manchester* cancer vision to achieve *Precision Medicine for All*.

The Cancer Research UK Manchester Institute. Led by Professor Samra Turajlić, the CRUK MI is a leading cancer research institute within The University of Manchester, spanning the whole spectrum of cancer research, from investigating the molecular and cellular basis of cancer, to translational research and the development of therapeutics. The Institute supports several investigative programmes, spanning both basic and translational cancer research. It has excellent laboratory facilities and outstanding core services, including genomic sequencing, confocal microscopy, bioinformatics, histology, and access to mass spectrometry-based proteomics. Staff within the Division of Cancer Sciences work very closely with CRUK MI staff at both the research and operational level, sharing both lab and dry space across the cancer campus, and together with the MCRC we aim to create a truly fantastic working environment that will allow all three partners to deliver their strategic goals.

The Christie NHS Foundation Trust. The Christie hospital is the largest single-site cancer centre in Europe, treating more than 60,000 patients a year. Based in Withington, it serves a population of 3.2 million people across Greater Manchester and Cheshire, while more than a quarter of our patients are referred to us from across the UK. The Christie is ranked as the most technologically advanced cancer centre in the world outside North America and has been named by the National Institute for Health Research as one of the best hospitals providing opportunities for patients to take part in clinical research studies. The Christie's clinical services include radiotherapy, where it is home to one of the world's largest radiotherapy departments and is now also the first NHS organisation in the UK to deliver high-energy proton beam therapy; chemotherapy where it is one of the UK's largest chemotherapy units; highly specialist surgery for complex and rare cancers as well as a wide range of support and diagnostic services.

Commitment to Equality, Diversity and Inclusion

The University of Manchester values a diverse workforce and welcomes applications from all sections of the community.

The Division's senior leadership acknowledges that our academic cohort does not reflect the diversity of our wider society. Our desire to address this imbalance by attracting talented individuals from more diverse backgrounds is aligned with the University's commitment to equality for all our staff, students, stakeholders and visitors.

Equality Objectives

1. Improve the representation of women and black and minoritised ethnic (BME) staff in senior leadership, academic and professional support positions.
2. Take action to further understand and improve the experience of disabled staff as indicated in the staff survey.
3. Take action to further understand and address any differential outcomes of undergraduate students in relation to access, retention, attainment and progression to a positive graduate destination in relation to disability, ethnicity, gender and socio-economic status.
4. Take action to understand and address any inequalities for researchers.
5. To better understand the challenges, obstacles and barriers faced by different groups at the University and to foster good relations between people who share a relevant protected characteristic and those who do not share it.
6. Better understand the potential impact of University functions on certain groups by improving disclosure rates and reporting mechanisms for age, disability, ethnicity, caring responsibilities, religion or belief (including no belief) sexual orientation and gender identity.

We are an open place of enquiry and challenge. We embrace and celebrate difference, diversity and debate, and we pride ourselves on being a place of education, learning and community where we are able, within the law, to question and test received wisdom, express new ideas and explore controversial or unpopular topics and opinions. Find out more from our Policy on Freedom of Speech and Academic Freedom.

Charter Marks

The School of Medical Sciences currently holds an Athena Swan Silver Award. The Athena Swan Charter was established in 2005 to encourage and advance the careers of women in STEMM employment. In May 2015 the Charter was expanded to include non-STEMM Schools, professional and support staff, technical staff, and Trans staff and students. The Charter now also recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

The Race Equality Charter Mark aims to improve the representation, progression and success of minoritised ethnic staff and students within higher education.

We have successfully been awarded silver status for the Race Equality Charter Award (formally the Equality Challenge Unit, ECU), in 2023 for excellence in advancing racial equality in higher education.

The framework for the race equality charter mark builds on the experience and methodology of ECU's Athena SWAN Charter.

The University of Manchester was proud to be one of the 31 higher education institutions involved in the trial of the Race Equality Charter Mark.

The University of Manchester placed 7th in the 2024 Stonewall Equality Index making it the most inclusive University in England for Lesbian, Gay, Bisexual and Trans* employees.

Stonewall is Britain's leading charity for lesbian, gay, bi and trans equality, working to create a world where every single person can be accepted without exception.

Stonewall's Top 100 is compiled from submissions to the Workplace Equality Index, a powerful benchmarking tool used by employers to assess their achievements and progress on LGBT equality in the workplace, as well as their wider work in the community and on service provision.

Each organization must demonstrate their expertise in 10 areas of employment policy and practice, including networking groups, senior leadership, procurement and how well they've engaged with LGBT communities.

The University is a Disability Confident Leader. The Disability Confident scheme, accredited by the Department for Work and Pensions, helps employers recruit, retain and train great people. Disability Confident organisations play a leading role in changing attitudes about, and increasing understanding of, disability. There are three levels of the scheme with Leader being the highest.

Learning, Development and Progression

Talent Development

The University's Talent Development (Staff Learning and Development) team support the personal and professional development of all staff in the University.

They work closely with learning experts around the University including those based in local HR teams and those supporting academic staff and early career researchers (ECR)

Talent Development offer everything from off-the-shelf, face-to-face training, to bespoke one-to-one development support. By planning activity both in response to the strategic goals of the University and the learning needs of individuals, we aim to become a truly leading learning organisation.

Centre for Academic and Researcher Development

Based within the Faculty of Biology, Medicine and Health, the Centre for Academic and Researcher Development delivers a number of face-to-face training programmes providing a variety of development opportunities for postgraduate students, research staff and academic staff.

Their goal is to create an environment that supports you through every stage of your career, allowing you to excel and reach your full potential.

Development opportunities include:

- Faculty-specific 'New Academic and Fellows Programme' – The Academic Development Programme – supporting you through the different stages of your academic career
- Pedagogic and Staff Development Programme
- Mentoring
- Leaders in Teaching Programme
- Promotion workshops and access to 'Promotion Champions'