



National Centre
for the Replacement
Refinement & Reduction
of Animals in Research

Regional Programme Manager - Oxford

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| Grade | Band 3 |
| Location | Oxford and London |
| Salary | £37,769 - £44,396 |
| Contract type | Two years fixed term appointment (full time) |

Introduction

Science-led and evidence-based, the NC3Rs is the UK's national organisation for the 3Rs, established in 2004 to accelerate the development and uptake of new models and tools that replace, reduce or refine the use of animal in research and testing. We have shown that science and technology focused on minimising animal use or improving animal welfare, can deliver benefits to human health, protection of the environment and business opportunities.

The NC3Rs is primarily funded by Government and has an annual budget of approximately £10 million. Its activities are divided between its role as the UK's major 3Rs research funder and programmes led by its own team of scientists. Further information can be found at www.nc3rs.org.uk.

A major goal described in the [NC3Rs Vision 2015 - 2025](#) is to maximise support for the 3Rs within UK research institutions. To deliver this the NC3Rs, working with small consortia of universities, is appointing Regional Programme Managers who will provide dedicated 3Rs advice at the project, laboratory and institute level.

This post will be co-funded by the NC3Rs and the University of Oxford for a fixed term of two years. The Regional Programme Manager will spend the majority of their time at the University of Oxford and may be required to support additional research institutions within reasonable travelling distance of Oxford. They will also be required to spend time at the NC3Rs office.

Role of the Regional Programme Manager

The Regional Programme Manager will work with scientists from a range of disciplines and levels (including department heads, principal investigators, post-doctoral researchers, research assistants and PhD students), those working under the Animals (Scientific Procedures) Act (including project and personal licence holders), animal care and veterinary staff, and senior administrators (including those involved in governance and research integrity).

The main responsibilities include:

- Working with the institutions to identify priority 3Rs areas to focus on, including opportunities for the sharing of best practice within and between institutions.
- Providing expert advice on opportunities to implement the 3Rs in specific programmes of research, including input into project licence applications, as well as identifying opportunities for institute-wide activities such as tissue sharing.

- Fostering engagement in the 3Rs across the institutions, including disciplines not normally involved in the use of animals but where there may be opportunities for multi-disciplinary approaches to the 3Rs (for example, mathematical modelling or material sciences).
- Collating existing 3Rs activities in the Universities and sharing as appropriate nationally and internationally.
- Raising awareness and disseminating the work of the NC3Rs, including funding opportunities, events, online training resources, publications and guidelines.
- Maximising the dissemination of new 3Rs approaches developed through NC3Rs-funded science, including identifying local media opportunities as appropriate.
- Organising workshops and other events targeted to local needs (e.g. dedicated training for PhD students).
- Participating in the Animal Welfare and Ethical Review Body.
- Encouraging 3Rs research and knowledge exchange, including fostering collaboration between departments, universities, SMEs and industry at a regional level.
- Horizon scanning for research and technologies with 3Rs potential and connecting them with end-users, for example through the NC3Rs CRACK IT open innovation schemes.
- Supporting implementation of a self-assessment tool for universities to benchmark their performance on the 3Rs.

Person specification

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| <p>Education, qualifications, training</p> | <p>A PhD in the biological sciences.</p> <p>Post-doctoral experience either in industry or academia is desirable, as is experience of working under the Animals (Scientific Procedures) Act and/or as part of an Animal Welfare and Ethical Review Body.</p> <p>Formal training in project management and/or events management is desirable.</p> |
| <p>Animals in research</p> | <p>Able to demonstrate a clear up-to-date understanding of the issues around the use of animals in research.</p> <p>Demonstrable commitment to the 3Rs including where appropriate evidence from activities in previous research or roles.</p> |
| <p>Personal skills, behaviours and qualities</p> | <p>Excellent communication skills – both written and verbal – including the ability to assimilate and distil complex scientific information from a range of disciplines and provide authoritative and effective scientific advice and support.</p> <p>Demonstrable experience of using interpersonal skills to build effective relationships and networks, including working with and achieving results through stakeholders at all levels.</p> <p>Proven ability to prioritise and plan workload to meet multiple and/or tight deadlines without compromising quality or working relationships.</p> |

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| | <p>Excellent service skills and ability to set and maintain high service standards.</p> <p>An enthusiastic, positive self-starter who works well independently and with others.</p> <p>Diplomatic with good political judgement.</p> <p>Ability to be discrete with sensitive information.</p> |
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Additional Information

The Regional Programme Manager will report to Dr Mark Prescott, Director of Policy and Outreach.

There will be no formal staff management responsibilities. The post holders must be able to travel throughout a large geographical area (travel expenses will be paid).

The successful candidate will be subject to security checks.

Further Information

The closing date for applications is Tuesday 27 February.

Please ensure you include a **copy of your CV and a covering letter** explaining how you meet the criteria listed in the person specification.

Interviews will be held on Tuesday 13 March.

The NC3Rs is an autonomous body responsible for setting and delivering its strategy and managing its resources. It is not an independent public body and for this reason it operates under the umbrella of the Medical Research Council (MRC), using some of the MRC administrative systems. A service agreement exists between the NC3Rs and the MRC. NC3Rs staff are appointed to the appropriate MRC Band and immediately seconded to the NC3Rs.

From April 2018, MRC will be part of UK Research and Innovation. From 1 April 2018 your employer will be UK Research and Innovation. More information can be found online <http://www.ukri.org/>

Choosing to come to work at the NC3Rs means that you will have access to a whole host of benefits including a generous occupational pension scheme and excellent holiday entitlement.

Our success is dependent upon our ability to embrace diversity and draw on the skills, understanding and experience of all our people. We welcome applications from all sections of the community irrespective of gender, race, ethnic or national origin, religion or belief, sexual orientation, disability or age. As users of the "Two Ticks" disability symbol, we guarantee to interview all applicants with disabilities who meet the minimum criteria for the vacancy.

[Click here to apply](#)