



## Welcome from Professor Ian Charles OBE

Thank you for your interest in joining the Quadram Institute.

This is a unique opportunity to work at the forefront of integrated food and health research in the state-of-the-art Quadram Institute, at the heart of the Norwich Research Park. The Quadram Institute brings together Quadram Institute Bioscience (QIB) research groups with others from the University of East Anglia (UEA), and Norfolk and Norwich University Hospital (NNUH) to deliver world-leading expertise in food science, microbiology, bioinformatics and clinical research.

With the appointment of a number of world-leading Group Leaders, QIB is strengthening its position and delivering fundamental and translational microbiology, food and health research.

We are seeking an individual who will join the Quadram Institute, bringing with them a track record of delivering high-profile and high-impact science in the area of Microbes and Food Safety, and who has the outstanding leadership skills to take ownership of, direct, and deliver this vital workstream.

This information pack has been developed to provide you with more information about us, our research and the Norwich Research Park. For more information, please browse our website at <http://quadram.ac.uk/> or for further information about the recruitment process please contact our recruitment team at [nbi.recruitment@nbi.ac.uk](mailto:nbi.recruitment@nbi.ac.uk).

Yours faithfully,

Professor Ian Charles OBE  
Director, Quadram Institute

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## Background

The vision for the Quadram Institute was developed in partnership between Quadram Institute Bioscience (QIB), the University of East Anglia (UEA), the Norfolk and Norwich University Hospital (NNUH) and the Biotechnology and Biological Sciences Research Council (BBSRC).

**The vision combined excellent patient care and clinical research from the NNUH with the scientific expertise in food and health on the Norwich Research Park, in particular in QIB.**

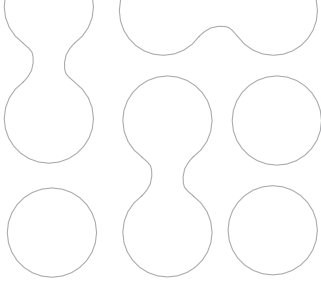
QIB's research themes expand on the research strengths from the Institute of Food Research (IFR), and on its long history of food research. Created in November 1986 the IFR became independent in 2011, and in April 2017 IFR evolved into Quadram Institute Bioscience as a first step towards realising the wider vision of the Quadram Institute.

The Quadram Institute is the £75 million state-of-the-art food and health research and endoscopy centre in which the QIB is now based. It is at the forefront of the new interface between food science, gut biology and health, developing solutions to worldwide challenges in food-related disease and human health.

The mission of the Quadram Institute is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age- associated diseases. Scientists and clinicians use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.

The future is exciting. The Quadram Institute building is home to Quadram Institute Bioscience, the Norfolk and Norwich University Hospitals gastrointestinal endoscopy centre and the Clinical Research Facility (CRF).





## About Norwich Research Park

The Norwich Research Park, located just outside the historic city of Norwich, England, is a community of independent research organisations with world-leading science credentials.

The Norwich Research Park community consists of;

-  The Quadram Institute
-  The John Innes Centre
-  The University of East Anglia
-  The Sainsbury Laboratory
-  The Earlham Institute
-  The Norwich and Norfolk University Hospital

From the soil to our health, researchers across the Norwich Research Park are trying to solve huge global challenges; ensuring there is food security and safety for a growing population, preventing and treating diseases, and mitigating and adapting to the impacts of climate change.

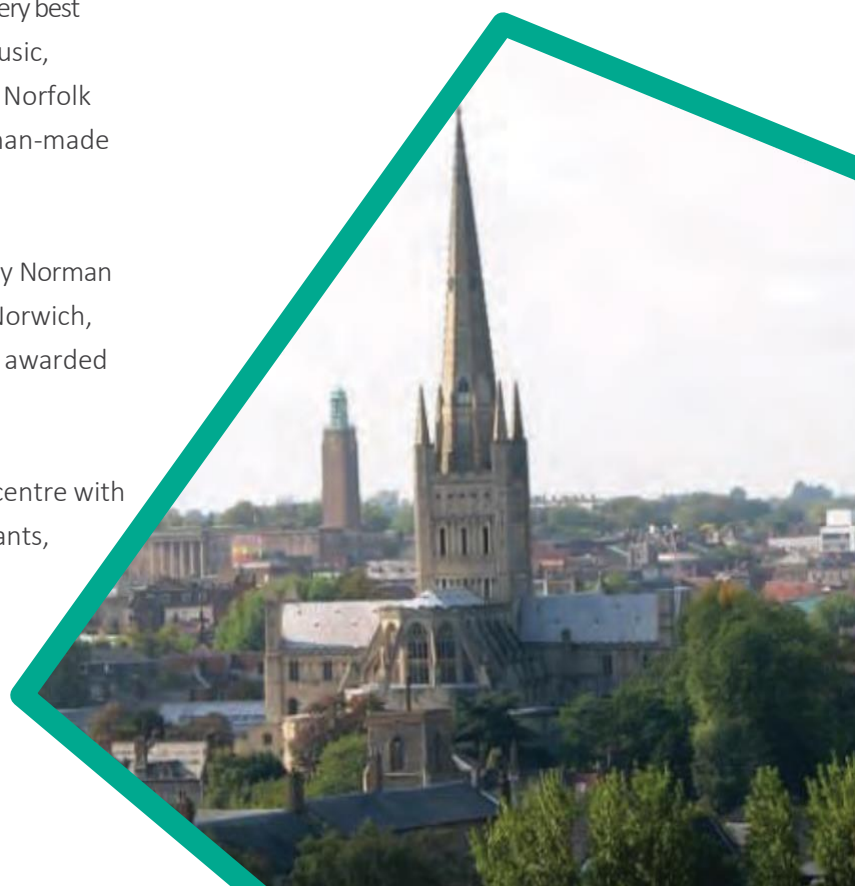
The park also supports translational spin-out and start-up companies, and attracts investment from corporate organisations involved in science and technology from across the globe.

[www.norwichresearchpark.com](http://www.norwichresearchpark.com)

Norwich is a vibrant city, often ranked as one of the very best places to live in the UK and is rich in arts, culture, music, nightlife, and tourism. It is within easy reach of the Norfolk Broads National Park, the UK's largest navigable man-made waterway.

The city boasts a Norman Cathedral, a 12th century Norman Castle and a medieval centre of cobbled streets. Norwich, the City of Stories, is the first city in England to be awarded UNESCO City of Literature status.

As a regional capital city, it is a significant cultural centre with stylish café bars, pubs, cinemas, theatres, restaurants, nightclubs, concerts, exhibitions and festivals. It is well linked to London and Cambridge by road and rail, and internationally via Norwich International Airport.



## Quadram Institute Bioscience vision and values

Quadram Institute Bioscience (QIB) creates new interfaces between food science, gut biology, human health and disease, capitalising on the world-class bioscience cluster based at the Norwich Research Park. QIB scientists work alongside clinicians and work closely with major national and international funding bodies and charities, collaborators and investors to ensure translation of our fundamental science to benefit patients, consumers and wider society.

The mission of Quadram Institute Bioscience is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age-associated diseases. We use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.

Our values are central to everything we do at Quadram Institute Bioscience:

-  Excellence
-  Collaboration
-  Respect
-  Innovation

Quadram Institute Bioscience undertakes interdisciplinary research that maximises the unique cluster of academic excellence and clinical expertise at the Norwich Research Park, working alongside the food and pharmaceutical industries on our core science programmes, Microbes and Food Safety and Food, Microbiome and Health. This position will be based in the Microbes and Food Safety programme.

### Group Leader (Microbes and Food Safety)

#### Full or Part Time

We are looking for a dynamic, proactive individual to lead a research programme contributing to our goals of reducing foodborne illness through improved food safety and reducing food waste due to microbial spoilage.

The post holder will join a vibrant cohort of world class scientists who collectively contribute to achieving the strategic aims of the 'Microbes and Food Safety' research programme. The priorities for this programme are to understand and develop interventions to reduce enduring and emerging threats to food safety and security. Our team have expertise that brings together excellence in imaging, microbiology, genomics, bioinformatics and mathematical modelling in understanding how bacteria exist and thrive as communities across the food chain.

The Quadram Institute is a new, state-of-the-art facility based in Norwich that undertakes research in the study of key foodborne pathogens and spoilage organisms, including *Campylobacter*, *Listeria*, *Salmonella* and *Pseudomonas*. We are now seeking to bring in a forward-thinking group leader capable of contributing to this existing body of work whilst also developing their own research programme, exploiting the considerable resources available and helping to consolidate the Quadram Institute as a world leader in food safety and food security research. We particularly encourage applications in the following key areas of interest:

1. **Microbial imaging:** championing the use of advanced microbial bioimaging / super-resolution microscopy to reveal insight on microbial communities, such as biofilms, in matrices relevant to food safety and spoilage; and/or
2. **Multi 'omics data integration and analysis:** developing and applying cutting-edge informatics tools, such as machine learning and AI, to large-scale genomic/imaging/metagenomic/transcriptomic datasets to address relevant food safety and spoilage questions; and/or
3. **Molecular biology/pathobiology of key foodborne pathogen or food spoilage microbes:** utilising the latest molecular tools to understand the biology and/or genetics of relevant organisms of interest for food safety or spoilage, particularly in the wider community context in which microbial hazards exist across the food chain

Applicants should have experience and a track record in at least one of the key areas of interest above. Successful candidates will have a good publication record and obvious potential for attracting funding commensurate for their career stage, and most importantly, have a clear vision for collaborative research to reduce the burden of foodborne pathogens or spoilage organisms in the food chain. Collaboration is a core value at the Quadram Institute, and we encourage collaboration not only with other scientists in the institute and with other UK or global researchers, but also with food safety stakeholders in industry and government.

The post will be based at the £75m Quadram Institute, an interdisciplinary research institute at the forefront of a new era in food and health research. The institute provides outstanding and custom-built facilities which bring together medical and molecular microbiologists, epidemiologists, bioinformaticians and clinicians to deliver pioneering interdisciplinary research focused on microbes in the food chain.



The Quadram Institute supports flexible, innovative working that brings together our scientists with partners co-located on the renowned Norwich Research Park including the University of East Anglia, the Norfolk and Norwich University Hospital, John Innes Centre, The Sainsbury Laboratory and the Earlham Institute. Our team are also members of the recently established Centre for Microbial Interactions, a virtual centre bringing together the more than 75 microbiology research groups working across the park.

The successful applicant will be offered an indefinite contract, or for applicants with less experience, a Career Track Group Leader position (5 year contract) with tenure subject to review. Positions come with a significant support package. We offer an exciting, innovative and supportive research environment, competitive salaries (depending on qualifications and experience) and a great place to live – a relocation package is available. Norwich, the City of Stories, is a magnificent medieval city that is rich in arts and sciences, while being a short distance from London (two hours by train).

For further information and details of how to apply, please visit <https://jobs.quadram.ac.uk/> or contact the Human Resources team on 01603 450462 or [nbi.recruitment@nbi.ac.uk](mailto:nbi.recruitment@nbi.ac.uk) quoting reference 1004652.

At Quadram Institute Bioscience we are committed to equality, diversity and inclusion. We value the diversity of our staff and are committed to creating a positive environment, one that is fair, welcoming and inclusive, and where everyone is treated with dignity and respect.

In line with our QIB values of Respect, Innovation, Collaboration and Excellence, our vision is to deliver high quality science in an inspiring environment where everyone is welcome. We encourage our people to develop, as individuals, to their highest potential in a respectful and inclusive organisation.

Diversity is key to our success, and we work hard to make sure we're inclusive. Please let us know if you need any adjustments made to the application or selection process so you can do your best. For more details of our commitment to Equality, Diversity and Inclusion, see our website [Equality, Diversity and Inclusion - Quadram Institute](#)

**Closing Date: 17<sup>th</sup> May 2024**

## Job and Person Profile for Group Leader Microbes and Food Safety



### Main purpose of the job:

As part of our mission to reduce human foodborne illness through improved food safety and reduce food waste due to microbial spoilage, we are looking to bring in a forward-thinking and team-focused group leader to help us deliver world-class research on how microbes evolve and survive as communities throughout the food chain. We particularly encourage applications in the following key areas of interest:

1. Microbial imaging
2. Multi 'omics data integration and analysis
3. Molecular biology/pathobiology of key foodborne pathogen or food spoilage microbes

Working collaboratively with colleagues and stakeholders, the post holder will lead innovative research strategies and programmes focused on at least one of the outlined key areas of interest.

### Key relationships:

- Internal: All employees working at the Quadram Institute, including QIB, UEA and NHS colleagues. NBI Partnership.
- External: UKRI, BBSRC, Norwich Research Park, other scientific institutions and educational bodies, industry, governmental organisations, general public.

### Main activities and responsibilities

- Lead and manage high profile and innovative projects focused on at least one of the outlined key areas of interest – as self-contained projects or as part of broader institutional strategic programmes – that add to our knowledge and understanding of microbes in the food chain and deliver effective prevention and intervention strategies.
- Secure significant funding in accordance with the expectations of the discipline and level of the role
- Lead and manage research teams, taking responsibility for the delivery of the research. This will include supervising Post-Doctoral Research Assistants, supporting effective career development and maintaining high levels of performance representative of a world class institute.
- Write and publish high quality and significant research papers together with providing expert commentary in a variety of media.
- Promote a culture of world class science excellence, collaboration, and scientific integrity across the Institute
- Develop pertinent research strategies for the QI to deliver high social and economic impact
- Promote our research and develop business opportunities for the Institute by liaising with, and influencing government, industry and other external partners.
- Disseminate research findings and consolidate the Institute's international reputation through participation in international conference and exhibitions
- Other duties commensurate with the nature of the role.



## Job and Person Profile for Group Leader Microbes and Food Safety



### Education & Qualifications

PhD in a relevant subject (e.g., microbiology/molecular biology of microbes involved in the food chain, bioinformatics) Essential

### Specialist Knowledge & Skills

Extensive knowledge of microbes found in the food chain and their relevance for food safety or spoilage. Essential

Substantial knowledge of and skills to utilise microbial imaging, microbial genomics/machine learning, molecular genetics/biology, dependent on key area of interest Essential

A track record of research into subjects relevant to the key areas of interest and the Microbes and Food Safety strategic interests Essential

### Relevant Experience

Experience in bacterial foodborne pathogens or spoilage organisms Essential

An excellent publication record in peer reviewed journals, commensurate with stage of career Essential

Established record of post-doctoral research, including effective management of projects Essential

Evidence of experience of – or potential for – attracting funding, commensurate with stage of career Essential

Experience of leading, managing and mentoring teams, including promoting excellence and developing and maintaining high levels of performance Essential

Ability to lead and participate in interdisciplinary research Desirable

Success in leading research and initiating interdisciplinary collaborations Desirable

## Job and Person Profile for Group Leader Microbes and Food Safety

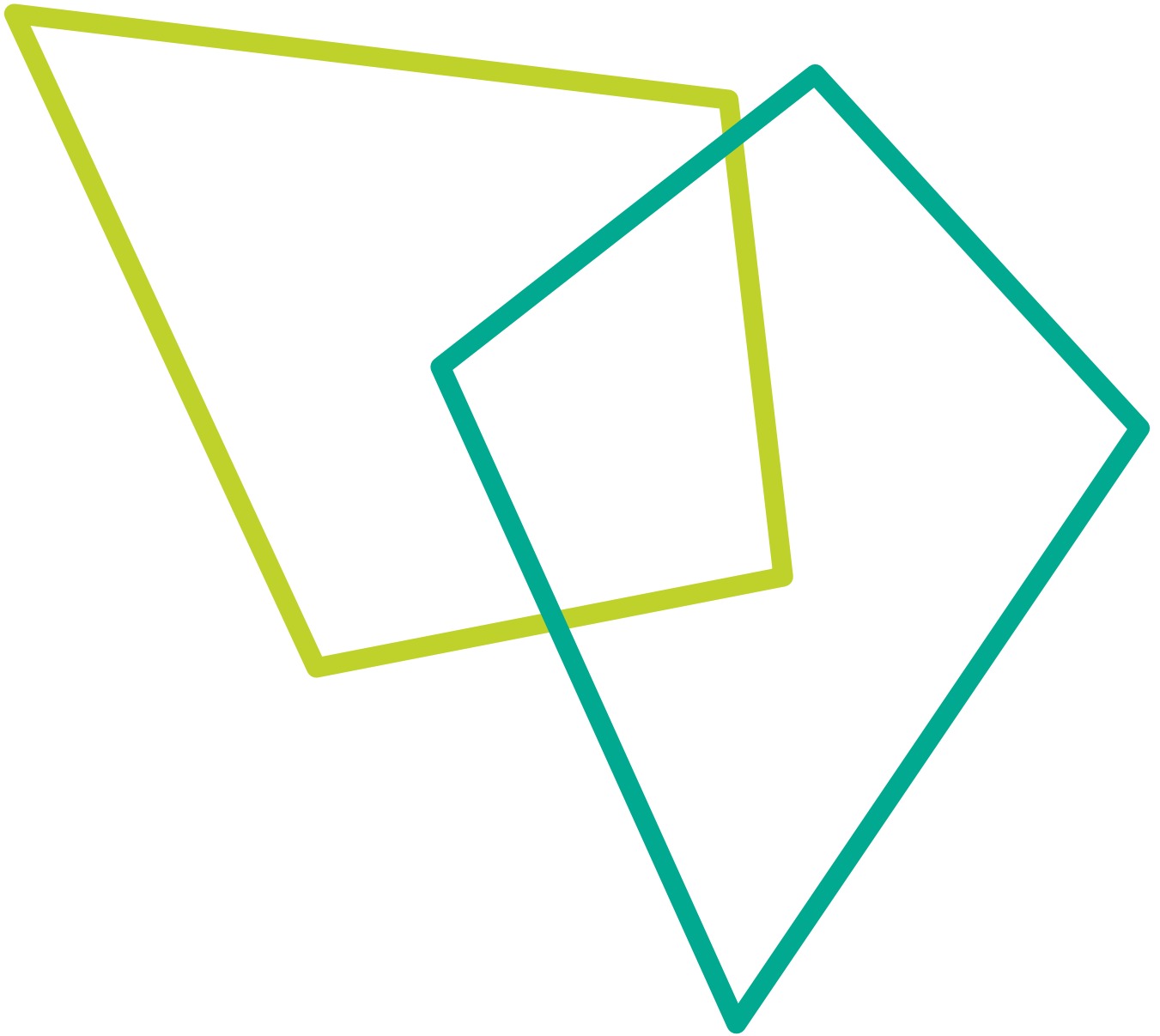


### Interpersonal and communication skills

Strong collaboration skills	Essential
Ability to create, build, strengthen and sustain highly effective relationships with key stakeholders	Essential
Ability to communicate effectively and appropriately with all people at all levels both inside and outside the institute.	Essential

### Additional requirements

Promotes equality and values diversity	Essential
Willingness to embrace the expected values and behaviours of all staff at the Institute, ensuring it is a great place to work.	Essential
Presents a positive image of self and the Institute, enhancing international reputation and promoting public engagement.	Essential
Ability to travel nationally and internationally related to collaborations and/or seminars	Essential



All commercial enquiries should be sent to  
[business.development@quadram.ac.uk](mailto:business.development@quadram.ac.uk)

For all other information or queries please  
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