

**Wellcome Sanger Institute
Role Profile**

Job Title:	Postdoctoral Fellow
Role Profile Reference:	
Grade:	PDF
Reports to [job title]:	To be confirmed
Team No:	To be confirmed
Job Family:	Postdoctoral Fellow
Management Responsibility for:	Training and supervision of graduate and undergraduate students as appropriate
Role purpose and primary objective:	
<ul style="list-style-type: none"> To carry out original research within a defined scientific area appropriate to the team and publish it, while receiving training in research skills from a variety of sources 	

Core accountabilities [in approximate order of importance to role purpose]:	
1	To plan a programme of research that is original but fits within the general research area of the team, taking into account the relevant literature, own experience, and advice from the team leader and other appropriate scientists.
2	To carry out the research, developing the practical skills required for successful completion.
3	To analyse data and write up results for publication, and to deal with all aspects of the publication process.
4	To communicate the results through other relevant means, such as talking or presenting posters at scientific meetings
5	To seek appropriate training, including taking an active part in any training programmes organised for postdoctoral training fellows. This will include transferable skills training.
6	To take a full part in the general duties of the team, and to pass on skills and knowledge to other team members and visitors. To take part in wider Sanger Institute activities as appropriate.
7	To complete training period in a timely manner, publish the research and document any unpublished data and materials before moving on to a new position.

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Knowledge, skills and experience required: E = Essential D = Desirable

Technical Skills:

- PHD in relevant subject or equivalent experience (E)

Competencies and Behaviours

- Ability to collaborate with a range of stakeholders (E)
- Ability to develop and maintain supportive respecting diversity and cultural differences (E)
- Uphold the highest ethical and scientific standards (E)
- Take ownership of work, demonstrating pride, adaptability and accountability for achieving results. (E)
- Ability to organize, plan and prioritize tasks or projects (E)

Behavioural Competencies

The Institute have introduced a Behavioural Competency Framework, which defines a set of six core behaviours that provides a common language for all at GRL to describe what effective and excellent behaviour looks and feels like. These six competencies are listed below:

Communication

Collaboration

Leadership

Innovation

Results Driven

Integrity

Describe the most complex/challenging aspects of the role

Planning and carrying out research while still relatively inexperienced, and striking an appropriate balance between fitting in with the goals of the team and developing their own independent research projects.

Interacts with:

<i>Who (teams/people/organisations)</i>	<i>Purpose of the interaction</i>
Own team and others at WSI	Transfer of knowledge, skills, in both directions
Collaborators and other scientists worldwide	Seeking and passing on knowledge, reagents