



The University of Edinburgh

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## Vacancy Details

### Imaging Facilities Manager

**Vacancy Ref :** 025468  
**Contact Person :** igmmhr@igmm.ed.ac.uk  
**Contact Email :** [igmmhr@igmm.ed.ac.uk](mailto:igmmhr@igmm.ed.ac.uk)

**Closing Date :** 06-Mar-2014  
**Contact Number :** 0131 467 8400

The Institute of Genetics and Molecular Medicine (IGMM) is seeking to appoint a highly motivated and user focussed Imaging Facilities Manager. IGMM is a major biomedical research institute investigating the molecular and cellular mechanisms underlying normal human development and human disease. Imaging, from the level of whole organisms down to the sub-cellular level is an important tool in this endeavour. The existing capabilities of the facility (including OPT, wide-field deconvolution and confocal microscopy) have recently been complemented by the addition of super-resolution optical imaging platforms (SIM and STORM) as part of the Edinburgh Super Resolution Imaging Consortium (ESRIC). The post holder will have responsibility for the oversight and management of a wide range of state of the art and technically specialised imaging resources in response to the scientific requirements in a dynamic, biomedical research-driven Institute, leading a team of two imaging support posts to ensure the effective delivery of all aspects of the imaging resources across the Institute, including training. The post holder will proactively lead in developing future imaging and image analysis capabilities in a rapidly evolving and changing field that is of increasing importance to the IGMM research portfolio.

To meet this challenge, we are looking for an individual who has expert knowledge in a technically complex and rapidly changing arena, and experience in the use of a diverse range of imaging methods and platforms, strong management and excellent interpersonal skills.

Informal enquiries to: [igmmhr@igmm.ed.ac.uk](mailto:igmmhr@igmm.ed.ac.uk)

### Job Purpose

Manage and develop imaging facility for the Institute of Genetics and Molecular Medicine

To plan, manage and oversee a wide range of state of the art and technically specialised imaging resources in response to the scientific requirements of the Institute of Genetics and Molecular Medicine (IGMM). Lead proactively in specifying and developing future imaging capabilities in a rapidly evolving and changing field that is of increasing importance to the IGMM research portfolio. Training of scientists and students in the use of a range of imaging facilities. Development of software scripts for image capture and analysis. Dealing with external contacts such as engineers and companies, and interfacing with other partners in the Edinburgh Super Resolution Imaging Consortium (ESRIC).

Line management of two other imaging support posts

### Main Responsibilities

- Oversee the management and maintenance of a wide-range of imaging systems to suit IGMM research activities (e.g. wide-field deconvolution fluorescence microscopy, confocal laser-scanning microscopy, super-resolution microscopy). The number and complexity of platforms across IGMM is significant, and increasing, with the recent arrival of the new super-resolution system. Line management and leadership of two imaging support posts to ensure the effective delivery of imaging resources across IGMM, ranging from fully guided and hands-on service provision to comprehensive training that allows users to operate systems independently. Leadership of the team: regular team meetings, individual one to one meetings and oversight of the professional development of the team.
- Train staff and students in the safe and effective operation of the imaging systems. Working with the imaging support posts, principal investigators and researchers to advise on experimental design including development of novel techniques, analysis and production of results to optimise the data obtained. Oversight of a web based booking system, ensuring that users are set up on the system and that priorities are managed when the systems are very busy or particularly complex experiments are being conducted. Initiate and lead a project to specify and roll out an integrated booking system for imaging platforms across the Institute (currently multiple systems in use), working closely with IT team and Finance team (building in the potential to the system for recharging costs). Intellectual and technical input to research publications, and advising on grant applications where imaging is a key component. The post holder would be expected to take the technical lead in co-ordinating any major infrastructure bids for imaging, as well as the subsequent procurement process for any successful bids. Manage the facility budgets to cover consumables, maintenance contracts and repairs.
- Development of image capture and image analysis scripts to suit specialised user needs. This type of specialised expertise is of increasing importance to a number of research programmes in the Institute and requires the post holder to have expert technical knowledge of how the optical imaging systems work, how the optical properties of a system are used and the biological objectives of a user's planned experiment e.g. so that point spread functions can be calculated.
- Imaging facility development. The post holder would be expected to take a leading strategic role in considering new imaging technologies and platforms that are suited to the IGMM research needs and which keep our imaging portfolio at the forefront of technology, making specific recommendations to the IGMM Advisory Executive board on major capital purchases for the future. This will include understanding requirements/priorities from the Executive and research groups, keeping abreast of technological developments in imaging technologies and understanding what is available/changing in other areas of the College/University/ other research institutions and collaborators.
- Other duties of the post will include: publication of a facility web site to provide new and existing users with relevant information regarding the resources available, microscope availability and useful advice and links; working with the IGMM Finance team to implement a process of recharging (where appropriate) and ensuring that the facility operates following the necessary health and safety guidelines, producing risk assessments and standard operating procedures where necessary.

### Planning and Organising

The job is complex and multidimensional requiring the post holder to juggle multiple roles and responsibilities. This includes; managing access to heavily used microscope platforms and, where appropriate, making decisions about priority access, direct line management of other imaging facility support staff, managing the facility budget, (currently on behalf of HGU but likely to increase to provide a unified budget across IGMM), training of new users, establishing the new super-resolution imaging platforms for IGMM (SIM and STORM), software development, decisions on repair or replacement of equipment, scoping and purchase of consumables for microscope systems (replacement objectives, filters etc), interfacing and developing relationships with key suppliers and service engineers as well as ESRIC partners at Heriot-Watt university and good working relationship with IGMM computing staff. Proactive consideration of new imaging modalities and methods that might be of benefit to IGMM science

### Problem Solving

Problems arising from the day to day workings and users of the IGMM imaging facility. Using experience and expertise of optics, microscopy and biomedical science to identify and rectify minor problems with imaging platforms, and to guide users in the use of the optimal imaging system and choice of fluorochrome and filter combinations. Identification of problems that require specialised engineers to come in from microscope suppliers. Identify problems that could be longer term or of significant risk to the facility (e.g. effects of surrounding building work, proposed extension of facility in refurbishment phase of building work and the challenges surrounding replacement of capital equipment) and develop policies, systems or processes that will mitigate them.

**Decision Making**

Decisions that affect the day to day running of the imaging facility, particularly with regard to microscope upkeep, access to users. Assigning resources according to priorities and availability, including time management of the imaging team. Providing expert technical advice to users with regard to the most appropriate reagents, methods and imaging modalities to suit particular biological requirements. Take a leading role in decisions relating to the procurement of hardware and software related to imaging, researching and advising senior IGMM management about future requirements, solutions to existing problems, other opportunities and threats.

**Key Contacts/Relationships**

Internal: Scientific head of imaging (to be appointed), imaging facility support staff, IGMM group leaders, scientists and computing staff, IGMM Services Manager and service team leads, IGMM Business Manager and Finance team

External to IGMM: ESRIC staff at Heriot-Watt University, managers of other imaging facilities in UoE, engineers and reps for imaging companies e.g. Nikon, Zeiss.

Building relationships with other imaging facility managers across the University/collaborators will be critical for the future development of collaborative research: not every imaging facility can accommodate every user requirement so the post holder must be able to advise users accordingly, promote the IGMM facility and understand the capabilities and investments being made in other facilities across UoE when considering future infrastructure requirements.

**Person Specification - Knowledge, Skills and Experience**

- BSc in biological or physical sciences and/or extensive experience of working in a multi-user biomedical imaging facility. Unique expert knowledge in a technically complex and rapidly changing arena of, and experience in the use of, a diverse range of imaging methods and platforms including; laser-scanning confocal microscopy, wide-field epifluorescence microscopy, phase contrast microscopy, super-resolution microscopy
- Substantial experience in biomedical imaging at organismal, tissue, cellular and subcellular levels and expert knowledge of associated potential pitfalls and problems
- Knowledge and experience of the inherent dangers of chemicals and techniques used in imaging e.g. lasers, and the appropriate safety measures that must be implemented as a consequence.
- Ability to use programming to develop new imaging software algorithms that enable users to formulate novel research findings and directions
- Excellent interpersonal skills
- Time management
- Ability to prioritise a wide range of responsibilities and to alter priorities at short notice

**Dimensions**

Imaging equipment is principally housed across several rooms in a core IGMM imaging facility, with some platforms distributed more widely across the Institute. IGMM personnel, their requirements and demands change rapidly; the post holder will lead a service that can confidently respond to new research directions that arise as well as acting as the catalyst for change where appropriate e.g. in the development of new imaging and image analysis methodologies. Postdocs and students may have little experience in microscopy and image analysis and under the direction of the post holder, the imaging team will provide comprehensive support, advice and training covering experimental design, optimal use of the appropriate imaging platform and best interpreting the subsequent results. Outside users often request access to the IGMM imaging facility and this demand is unpredictable.

**Job Context and any other relevant information**

The post ensures the efficient and safe running of a high-quality, flexible, state-of-the-art- and busy imaging facility tailored to the diverse needs of IGMM scientists. As this is seen as a current strength and a future priority of IGMM the post-holder plays a key role in maintaining and developing the international reputation of IGMM as a centre of excellence in biomedical research.

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**Salary**

The role is grade UE08 and attracts an annual salary of £37,756 to £45,053 for 35 hours each week. Salary is paid monthly by direct transfer to your Bank or Building Society account, normally on the 28th of the month. Salaries for part-time staff are calculated on the full-time scales, pro-rata to the Standard Working Week.

**Pension Scheme**

This role is grade UE08 and therefore the post holder is automatically included in membership of the Universities Superannuation Scheme (USS), subject to the USS membership criteria, unless they indicate that they choose not to join the Scheme.

For further information please visit our pensions website <http://www.ed.ac.uk/schools-departments/finance/pensions/scheme-details/uss>

**Eligibility to Work**

In accordance with the Immigration, Asylum and Nationality Act 2006 the University of Edinburgh, as an employer, has a legal responsibility to prevent illegal working and therefore must check that all employees are entitled to work in the United Kingdom (UK). To do so, the University of Edinburgh requires to see original documents evidencing right to work in the UK before commencement of employment and this is normally carried out at interview. Details will be provided in any letter of invitation to interview. For further information on eligibility to work please visit <http://www.ed.ac.uk/schools-departments/human-resources/recruitment/eligibility-immigration>

If you are not currently eligible to work in the UK, it may be possible for the University of Edinburgh to sponsor you to obtain a Tier 2 (General) visa to enable you to take up the appointment should you be successful at interview.

For applicants interested in sponsorship information is available on our Working in the UK website <http://www.ed.ac.uk/schools-departments/human-resources/recruitment/eligibility-immigration/employees-guidance/working-in-uk>

However, if you have previously been sponsored by an employer within the UK but your leave has expired or lapsed and you are no longer in the UK, according to UK Border Agency rules you cannot apply for sponsorship under any category of Tier 2 for a period of 12 months after the date your visa expired and/or you left the UK.

**Application Procedure**

All applicants should apply online by clicking the "apply" button at the foot of this page. The application process is quick and easy to follow, and you will receive email confirmation of safe receipt of your application. The online system allows you to submit a CV and other attachments.

**Closing date: Thursday 6th March 2014 at 5pm.**

**The University reserves the right to vary the candidate information or make no appointment at all. Neither in part, nor in whole does this information form part of any contract between the University and any individual.**

**The University of Edinburgh is a charitable body, registered in Scotland, with registration number SC005336.**

**School of Molecular, Genetic and Population Health Sciences**

Molecular, Genetic and Population Health Sciences is one of four Schools in the College of Medicine & Veterinary Medicine and is headed by Professor Sarah Cunningham-Burley. The School comprises the Institute of Genetics and Molecular Medicine, the Centre for Population Health Sciences, the Division of Pathology and the Edinburgh Clinical Trials Unit. The School currently attracts annual research grants of around £40M, including a number of full programme grants, and has around 630 employees including 39 Professors, over 260 other academic members of staff and 330 members of support staff.

The Institute of Genetics and Molecular Medicine (IGMM), ()  
 The IGMM (Director, Professor Nick Hastie, CBE, FRS) was formed in 2007, as a consequence of a strategic alliance between the MRC, the University of Edinburgh and Cancer Research UK (<http://www.igmm.ed.ac.uk/>). It constitutes one of the largest aggregate of human molecular genetics research capacity in the UK and brings together almost 400 scientists and support staff in a single scientific endeavour, with a mission:  
 "To identify molecular and cellular mechanism underlying normal human development, maintenance and disease, including malformations, later onset anomalies and cancer, and translate these findings for clinical benefit".

The Edinburgh Clinical Trials Unit (ECTU) is a Collaborative Clinical Trials Unit established with funding from the NHS and the University of Edinburgh. It has full registration with UKCRC, is part of the Scottish Collaboration of Trialists and has been awarded MRC clinical trials methodology hub status.

The WGH site is also home to one of only five Wellcome Trust Clinical Research Facilities (WTCRF) in the United Kingdom. The WTCRF provides state-of-the-art facilities for investigators undertaking multi-disciplinary Clinical Research and include clinical, laboratory and specialised support. There is a common application and administrative process for applications and investigators can apply to use any, or all, of the resources available. The WTCRF hosts the £15M Clinical Research Imaging Centre at Little France, which comprises a cyclotron, PET chemistry, a PET/64-slice CT scanner, 3T MRI, the first 320-slice CT in the UK and space for development of human optical imaging.

#### The College of Medicine and Veterinary Medicine

The College of Medicine and Veterinary Medicine (<http://www.mvm.ed.ac.uk>) traces its origins back nearly 500 years (Darwin, Simpson and Conan-Doyle were students here) and is internationally renowned for its research and teaching. Headed by Professor Sir John Savill, the only conjoint Medical and Veterinary Medical School in the UK employs over 2300 academic and support staff within the College and the four Schools; Biomedical Sciences ; Molecular, Genetic and Population Health Sciences; Clinical Sciences and Royal (Dick) School of Veterinary Studies.

<http://www.ed.ac.uk/schools-departments/medicine-vet-medicine/about/medical-schools/biomedical>

<http://www.ed.ac.uk/schools-departments/medicine-vet-medicine/about/medical-schools/molecular-clinical-med>

<http://www.ed.ac.uk/schools-departments/medicine-vet-medicine/about/medical-schools/clinical-sciences>

<http://www.ed.ac.uk/schools-departments/medicine-vet-medicine/about/medical-schools/vet-school>

The undergraduate medicine teaching programme in the College enjoys a very high reputation nationally and internationally, with over 1,300 students enrolled on the MBChB and Intercollegiate courses and nearly 1000 on the Veterinary Sciences BVS and related programmes. In addition, approximately 2000 students are currently enrolled in the College's taught and research post-graduate courses, including an extensive range of online distance learning diplomas and degrees. They are trained by over 1000 outstanding academic staff. Details of PhDs, research programmes and studentships are available through our major interdisciplinary research institutes and centres (<http://www.ed.ac.uk/schools-departments/medicine-vet-medicine/research/institutes/centres>).

The academic disciplines within Medicine are largely concentrated in the two teaching hospital campuses in Edinburgh, the New Royal Infirmary at Little France and the Western General Hospital. Both have extensive new infrastructure with major new research institutes and state of the art research facilities on clinical sites. Edinburgh hosts a number of prestigious MRC and BHF Research Centres. The approach is interdisciplinary, with basic and clinical researchers working together at the laboratory bench and in our clinical research facilities to address major themes in basic, clinical and translational medicine.

The Royal (Dick) School of Veterinary Science on the new Easter Bush campus houses outstanding teaching and clinical facilities as well as the splendid Roslin Institute, one of the world's leading veterinary research centres. The College is the UK's only conjoint medical and veterinary school which affords outstanding opportunities to address 'One Health' and Global Health problems of the highest international priority.

#### Research Assessment Exercise (RAE) 2008

In RAE 2008, the College was placed first of 28 submissions in the UK, in Hospital-Based Clinical Subjects. Of all those submitted at the international level 80% of the submission were judged world-leading (4-star, 40%) or internationally excellent (3-star, 40%) levels.

The College was placed fourth in Agriculture, Veterinary and Food Science, but was the first-placed veterinary school (by 4\*) and delivered the largest volume of 4\* research in the whole UK. The College was also sixth in the UK in Psychiatry, Neuroscience and Clinical Psychology, an area further reinforced by the advent of Edinburgh Neuroscience to coalesce the University's neuroscience activities.

#### The University of Edinburgh

For more than four centuries, our people and their achievements have rewritten history time and again. They've explored space, revolutionised surgery, published era-defining books, paved the way for life-saving medical breakthroughs and introduced to the world many inventions, discoveries and ideas from penicillin to Dolly the sheep. We have believed that anything is possible.

We still do. The latest Research Assessment Exercise highlighted our place at the forefront of international research. This adds to our international reputation for the quality of our teaching and our student experience excellence.

As a member of staff you will be part of one of the world's leading universities, with 22 Schools spread over 3 Colleges that offer more than 500 undergraduate and 160 postgraduate courses to over 30,000 students each year. Professional services are critical to this success as well as our world-class teaching, research and student facilities. In fact, we are one of the top employers in Edinburgh, with over 11,700 people spread across a wide range of academic and supporting roles.

The University is proud of its success with online teaching initiatives, with 1905 students currently studying its online distance learning postgraduate programmes, and a total to date of 471,695 enrolments for Edinburgh MOOCs.

As a world-changing, world-leading university we are an exciting, positive, creative, challenging and rewarding place to work. We give you support, nurture your talent, develop and reward success and integrate academic, professional and personal career goals, as well as give your career the benefit of a great and distinguished reputation.

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