



Candidate Information

Position:	Technician in the Biological Services Unit (BSU)
School/Department:	Faculty MHLS - Core Technology Units
Reference:	21/109409
Closing Date:	Friday 7 January 2022
Salary:	£24,871 - £28,756 per annum.
Anticipated Interview Date:	Monday 17 January 2022
Duration:	Available until 31 August 2024

JOB PURPOSE:

To provide for the welfare and wellbeing of protected animals under the Animals (Scientific Procedures) Act of 1986 and to provide specific technical support services to academic and research staff and students so that experiments and research are completed in an efficient way, whilst adhering to the '3Rs.' Specifically to be responsible for the provision of animal research support for transgenic mouse production, as well as cryopreservation and rederivation programmes. The aim of the cryopreservation service is to reduce numbers of animals bred for research purposes.

MAJOR DUTIES:

1. Assist in the management of the cryogenics unit, assuming all associated duties and supervisory responsibilities.
2. Provision of animal welfare: supervision of technical staff/researchers within the Unit to ensure maintenance of high standards of animal welfare. These include technicians, postgraduate research students, post-docs, and academic staff.
3. Comply with Health and Safety procedures affecting self and others. Should have extensive knowledge of H&S regulations, including expertise of hazardous materials, particularly liquid nitrogen, along with carcinogens and infectious agents.
4. Implement and contribute in the review of agreed Standard Operating Procedures (SOPs).
5. Act as Named Animal Care and Welfare Officer (NACWO) to provide advice and technical support to researchers and technicians.
6. As the Named Training and Competency Officer (NCTO) will provide training, technical advice and assistance to junior BSU technicians, and researchers, including PhD students, post-docs and academic staff. This will include the supervision of animal care and welfare, and generic skills.
7. Administration and dispensing of securely and controlled anaesthetic agents, drugs and other chemicals and other contributions to experimental programmes, strictly followed to agreed protocols, complying with the law, e.g., The Misuse of Drugs Regulations 2001, The Veterinary Medicines Regulations 2013, etc.
8. Set up and maintain specialised equipment and apparatus in the cryogenic unit.
9. Assist in maintaining high standards of record-keeping of cryopreserved lines, genealogies, etc., to support good laboratory practice within the unit.
10. Make informed decisions on the welfare of animals during all procedures and surgical operations. Decisions must also be made on the advice to be given to researchers on the pre-, peri-, and post-procedure care and well-being of animals under the guidelines of the relevant legislation.
11. Maintain the cryopreservation and recovery programme, for the BSU and researchers.
12. Responsible for maintaining stock levels, to ensure there is adequate stock at all times.
13. Liaise with the Department of Health Inspector and Named Veterinary Surgeon in the absence of the Chief Technician.
14. Report to the BSU Chief Technician on the status of day-to-day operations of the Unit and on future requirements for the further development of services and provisions within the Unit.
15. Carry out any other duties which are appropriate to the post as may be reasonably requested by their Supervisor.
16. There is a requirement to undertake essential overtime duties on a rota basis, in order to provide services at weekends and University closure days.

Planning and Organising:

1. Plan own work schedule to include specific requests from the Chief Technician, whilst responding to new pressures, adjusting priorities as needed.
2. To discuss with researchers the nature of their animal resources and the technical support that is required, and to plan a programme of work. Each stage of the experiment is assessed and work plan amended accordingly, depending on the nature of the experiment.
3. To follow breeding programmes, in order to ensure adequate animal stock of the correct size and age of a particular breed as required. This includes all conventional and Specific Pathogen Free animals as well as inbred, transgenic, or mutant animals, in accordance with specific genetic or other constitutions, behind designated barriers.

Resource Management Responsibilities:

1. In the absence of the BSU Chief Technician, as necessity dictates, seek advice on all legal, supervisory, and financial responsibilities for animals, staff and visitors, plant and equipment, in order to ensure the effective and efficient running of the Unit.
2. Line manage designated technical staff in the Unit.
3. Take delegated responsibility for the maintenance and repair of scientific equipment.

Internal and External Relationships:

1. Daily contact with Supervisor, work colleagues, University staff and students.
2. External relationships include Department of Health Inspector, Named Veterinary Surgeon, and animal technicians in other institutions, external suppliers and contractors.

ESSENTIAL CRITERIA:

1. Academic and/or vocational qualifications i.e. OND/ONC and/or NVQ level3 in relevant subject (or equivalent).
2. Valid UK Home Office/Department of Health Personal License (PILA+PILB, previously known as modules 1-3), or equivalent.
3. Technical qualification in animal laboratory practice (NACWO qualification or equivalent).
4. Membership of the Institute of Animal Technicians, or equivalent qualification) or prepared to sign up.
5. A minimum of 3 years' experience in working with animals in a higher education or industry setting.
6. Good experience with the cryopreservation of sperm/embryos and in vitro fertilization.
7. Experience or knowledge of cryopreservation of mouse embryos and sperm freezing.
8. Experience of preparing buffers and solutions.
9. Experience of tissue culture and aseptic technique.
10. Experience of using microscopes.
11. Experience of interpreting and writing scientific protocols.
12. Experience of working as part of a team.
13. Experience or theoretical knowledge of mouse surgery and aseptic techniques. Experience of working within an animal research facility.
14. Experience of containment systems and practices.
15. A comprehensive knowledge and understanding of the management of research activity and associated challenges within higher education or the private sector.
16. Knowledge of the Animal (Scientific Procedures) Act, 1986 and subsequent amendments.
17. Knowledge of the Code of Practice for the Housing and Welfare of Animals Bred, supplied and Used for scientific procedures.
18. Should have good knowledge of H&S regulations, including knowledge of hazardous materials, such as liquid nitrogen, carcinogens and radio-isotopes.
19. Planning skills in order to be able to manage a varied workload and to balance competing pressures, deadlines and demands.
20. High level of literacy and numeracy.
21. Computer literate with ability to use a range of packages within the MS Office suite.
22. Experience of good record keeping, and able to organise computer data, complying with ASPA/ DOH requirements.
23. Good communication and interpersonal skills.
24. Experience of communicating with Researchers.
25. Excellent oral and written communication and interpersonal skills in order to establish effective working relationships with colleagues.
26. Ability to exercise authority and provide leadership.
27. Ability to prioritise own work within a general plan to meet deadlines.
28. Ability to train junior staff and allocate work
29. Analytical and problem solving skills.

30. Demonstrate good attention to detail.
31. Good hand to eye coordination.
32. Demonstrate an ability to learn quickly.
33. Demonstrate an ability to work independently and follow instruction.
34. Acts on own initiative, but also has good judgement in assessing when to seek support.
35. Prepared to participate on weekend rota and University closure rotas.

DESIRABLE CRITERIA:

1. Home Office/Department of Health Module 4.
2. Institute of Animal Technology course work – Level 2 completed.
3. Evidence of Continued Professional Development
4. Previous management experience in animal facility.
5. Experience with Management Information Systems, preferably relating to animal breeding/husbandry and/or research.
6. Experience of microinjection of mouse zygotes and blastocysts.
7. Ability to develop and demonstrate standard equipment and techniques.
8. Prepared to work towards or continue further education to gain relevant qualifications.
9. Committed to a career in laboratory and animal technology.
10. Long-term commitment to careful, high quality work.
11. Have a valid UK driving Licence.