

# Pharmaceutical Development Specialist (KTP Associate)

Department	Strathclyde Institute of Pharmacy and Biomedical Sciences ( <a href="http://www.strath.ac.uk/science/strathclydeinstituteofpharmacybiomedicalsciences/">www.strath.ac.uk/science/strathclydeinstituteofpharmacybiomedicalsciences/</a> )		
Faculty	Faculty of Science ( <a href="http://www.strath.ac.uk/science/">www.strath.ac.uk/science/</a> )		
Staff Category	Knowledge Exchange Partnership	Reference No	442890
Reports To	Professor Yvonne Perrie (SIPBS); Alison Hewitt (Target healthcare Ltd)	Grade:	RS79
Salary Range:	£35,000-38,000 pa (plus £4000 training budget)	Contract Type:	Fixed Term (24 months)
FTE	1 (35 hours/week)	Closing Date	16/05/2022

## Job Advert

We are looking for a pharmaceutical development scientist to join an exciting new Knowledge Transfer Partnership (KTP), part of a national, Government-supported initiative providing graduates with fast-track career opportunities through work on challenging, industry-related projects. This project is designed to enable the development of a robust framework of processes to accurately assign product shelf-life to monoclonal antibodies. By embedding knowledge to assess the stability and shelf-life of monoclonal antibodies, this project offers an innovative opportunity to build upon our existing aseptic manufacturing capability, and develop a new platform capability that can be extended to robustly assess the shelf-life of monoclonal antibodies with a range of different stability profiles.

This 24-month project will be fully supported by a team of leading experts in pharmaceuticals and healthcare from the Target Healthcare Group and the University of Strathclyde. The Target Healthcare Group is a niche pharmaceutical developer, manufacturer and supplier to the retail pharmacy, pharmaceutical wholesaler, hospital and homecare markets. Within the Group, Quantum Pharmaceutical is the UK's leading manufacturer and supplier of unlicensed medicines and hard-to-source products. We offer an unrivalled product range, backed by expert knowledge and exceptional customer service. Throughout the UK, the Group employs close to 300, including pharmacists, skilled technicians, procurement, warehouse and customer services staff. The project is based in Target Healthcare Limited, located in central Scotland (East Kilbride), in partnership with Strathclyde Institute of Pharmacy and Biomedical Sciences.

This position will provide a unique opportunity for an enthusiastic graduate and offers a challenging and rewarding job with real responsibility and the opportunity to make essential and tangible improvements in an ambitious and dynamic company. For this role, you should possess a PhD in Pharmaceutical Sciences or Chemistry related field and have experience working in drug analysis/product quantification. You will be responsible for designing and delivering a range of stability testing protocols and the associated pharmaceutical analysis methods required to ensure the quality of the product can be evaluated. You will also be responsible for coordinating activities between the academic and company bases and maintaining excellent records, including a project database and embedding project knowledge back into the company base. Experience of working in drug product evaluation is essential, and experience of working in a GMP/GLP and/or industrial environment is desirable. You will possess excellent communication and problem-solving skills and a strong ability to plan, organise and work in a team.

By joining this team, you will work with knowledgeable, qualified and compassionate employees dedicated to providing the highest levels of service. Each team member has been selected based on growing the team's reputation as hardworking and forward-thinking, providing exceptional customer service to our valued customers. In addition, this position includes extensive professional development opportunities and a generous personal development budget. With the support of academic experts and a KTP Adviser, this is a unique opportunity that offers an exciting, varied and challenging role. Your development will also be supported by a planned programme of training courses, including a £4k personal development budget and mentoring from

experienced industrial and academic supervisors. It is anticipated that following this 24-month appointment there may be the opportunity for the candidate to be offered future employment directly with Target Healthcare Ltd.

The project is part of the Knowledge Transfer Partnership (KTP) programme that aims to help businesses improve their competitiveness and productivity through better knowledge, technology, and skills within the UK knowledge base. Successful Knowledge Transfer Partnership projects are funded by UK Research and Innovation through Innovate UK and are part of the government's Industrial Strategy. To find out how KTP works and the vital role you will play if you successfully secure a KTP Associate position, please visit [www.ktpws.org.uk](http://www.ktpws.org.uk).

Further details are available by contacting either Prof Yvonne Perrie ([yvonne.perrie@strath.ac.uk](mailto:yvonne.perrie@strath.ac.uk)) or Alison Hewitt ([alison.hewitt@quantumpharma.co.uk](mailto:alison.hewitt@quantumpharma.co.uk))

## Job Description

### Brief Outline of Job:

The successful candidate, supported by academic staff at the University of Strathclyde, will be responsible for designing the development of a robust framework of processes to accurately assign product shelf-life to monoclonal antibodies. The candidate will also be responsible for embedding knowledge to assess the stability and shelf-life of monoclonal antibodies within the company, and develop a new platform capability that can be extended to robustly assess the shelf-life of monoclonal antibodies with a range of different stability profiles. The candidate will use a range of pharmaceutical analysis methods to evaluate the quality of the product. They will be expected to work as part of a multi-disciplined team, informing and influencing both at a technical and managerial level.

### Main Activities/Responsibilities:

1.	Develop experimental plans, including stability study conditions and drug substance/product quantification.
2.	Stability assessment and shelf-life process implementation.
3.	Coordinating activities between the academic and company bases.
4.	Embedding knowledge within the company base.
5.	Maintain the project database and comply with a data management plan.
6.	Prepare and deliver regular project progress presentations to various stakeholders, including senior management, KTP staff, and academic staff.
7.	Liaise and communicate clearly with Target Healthcare Ltd management throughout the project.
8.	Produce milestone reports and present work at project review meetings.
9.	Completion of KTP Final Report.
10.	Involvement in dissemination activities, including trade publications, case studies, academic papers, and external presentations.

## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

D1 PhD in Pharmaceutical Sciences or relevant chemical/life sciences field

E1 A degree in an appropriate discipline

E2 A proficiency level in English of C1 or higher

### Experience

E3 Knowledge in drug substance/product quantification

E4 Stability assessment and shelf-life process implementation

E5 Familiarity with a variety of analytical techniques used in drug substance/product quantification

E6 Strong laboratory/experimental experience and skills with data interpretation

E7 Operational knowledge of stability testing protocols and the associated pharmaceutical analysis methods required to ensure the effect of environmental factors on product quality can be evaluated

D2 Experience of GLP/GMP
D3 Experience working in the pharmaceutical industry would be desirable
<b>Job Related Skills and Achievements</b>
E8 Problem-solving skills
E9 Strong presentation and reporting skills
E10 Strong understanding of laboratory health and safety protocols
E11 Experience in report writing
E12 Ability to work under pressure and meet deadlines
<b>Personal Attributes</b>
E13 Excellent verbal and written communication skills
E14 Excellent project planning and organisation skills
E15 Strong interpersonal skills with an ability to interact effectively with management, staff and clients
E16 Self-motivated, enthusiastic and confident with the ability to influence people
E17 Excellent practical skills and understanding of how to approach stability assessment in an organised manner
E18 Ability to multitask, collaborate and prioritise workloads
E19 Sound computing skills with familiarity with Microsoft Office and project planning tools
E20 Meticulous data collector
E21 Ability to effectively communicate pharmaceutical and technical information
E22 Desire to drive a new area of product development for the company
<b>Other Relevant Factors</b>
D4 Holds a current full UK driving licence

## Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

## Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Yvonne Perrie Head of Institute, ([Yvonne.perrie@strath.ac.uk](mailto:Yvonne.perrie@strath.ac.uk)).

### Conditions of Employment

Conditions of employment relating to the KTP Associate staff category can be found at: [Conditions of Employment](#).

### Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

### Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

### Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

## Interviews

Formal interviews for this post will be held on a date to be confirmed.

## Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

## University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



# Conditions of Employment

## KTP Associates



### 1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, Privy Council.

The University Court recognises the Strathclyde University and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 6 months. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at [www.strath.ac.uk/hr/](http://www.strath.ac.uk/hr/).

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

### 2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

### 3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to both the University Department and/or other area(s), and the Company Partner named in the member's letter of appointment and any accompanying papers. Should the University Court and/or the Company Partner deem it necessary, in the furtherance of the objectives of the University (specified in its Charter) and/ or the objectives of the Company Partner, they shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or the duties pertaining partially or wholly to it to another University department or area and/or to another Company Partner Department or to an associated Company. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

### 4. RESPONSIBILITY AND SERVICE

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at <http://www.strath.ac.uk/publicinterestdisclosure/>. Other relevant

policies, e.g. Fraud Prevention and Conflicts of Interests can also be found on the University's website.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member's letter and any accompanying papers. Unless otherwise indicated.

### 5. WORKING TIME

Working time is that required to fulfil the duties of the post and members of staff are expected to comply with the general working pattern of the KTP Company Partner. Further details in relation to working hours will be provided within the offer of employment and/or by the Company Partner on commencement of employment.

### 6. HOLIDAYS

Entitlement to accrue paid annual holiday will apply from the date of commencement and the accrual rate will be as per the provisions of the KTP Company Partner. Public Holidays will only apply where they are observed by Company Partner and it may be that these have to be taken from the annual leave entitlement where the Company does not apply a separate entitlement in this regard. Where Public Holidays are not observed by the Company Partner, these days may still be taken from the annual holiday entitlement, subject to authorisation. In cases where the Company Partner operates a period of annual closedown, these days may count against the accrued annual holiday entitlement, subject to the normal practices of the Company Partner. Further details and arrangements for requesting leave will be confirmed within the Offer of Employment and/or by the Company Partner on commencement of employment.

### 7. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

### 8. SALARY AND SUPERANNUATION

Salaries are payable monthly by means of a credit transfer to a specified bank account.

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 9.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current

threshold from 1 April 2022 is £40,000 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance ([pensions@strath.ac.uk](mailto:pensions@strath.ac.uk)). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – [www.uss.co.uk](http://www.uss.co.uk)

appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

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## **9. PLACE OF RESIDENCE**

The University does not normally place specific restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

## **10. PERIOD OF EMPLOYMENT**

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of the fixed term period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by 1 month's notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by 3 months' notice on either side, except during the probationary period when the notice period is one month.

## **11. NOTICE AND TERMINATION**

The employment of a member of staff is terminable by at least three months' notice in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the