

Research Assistant in Modelling Physical Stability of Medicines

Department	Strathclyde Institute of Pharmacy and Biomedical Sciences (www.strath.ac.uk/science/strathclydeinstituteofpharmacybiomedicalsciences/)		
Directorate	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Research	Reference No	393210
Reports To	PI	Grade:	6
Salary Range:	£28756 - £32344	Contract Type:	Fixed Term (24 months)
FTE	1	Closing Date	20/09/2021

Job Advert

CMAC is a world leading medicines manufacturing research centre that hosts a portfolio of collaborative research programmes aimed to transform the development and manufacture of medicines (www.cmac.ac.uk). Building on our long standing partnerships with a wide range of pharmaceutical manufacturers, we are excited to announce a new Community for Analytical Measurement Science (CAMS, <https://cams-uk.co.uk>) project with Pfizer and AstraZeneca on the development of advanced digital tools for the prediction of the physical stability of pharmaceutical solid oral dosage forms.

The use of predictive stability tools is growing across the pharmaceutical industry and specifically accelerated stability assessment program predictions are being used to support extended shelf life claims in regulatory submissions. Common oral solid dose medication produced by numerous pharmaceutical companies and consumed by the global population still have critical issues with respect to their safety and quality over their lifetime. The majority of oral solid dosage forms are designed to immediately release the active ingredient, where the pore structure and the disintegration process play a pivotal role in product performance.

This project aims to combine cutting-edge experimental methodologies (e.g. X-ray computed nanotomography, terahertz time-domain spectroscopy, optical coherence tomography) with multi-scale modelling (e.g. pore-scale modelling, cellular automata) approaches leading to innovative digital tools that are capable of predicting long-term changes of drug release kinetics. This will make a significant contribution towards the delivery of digitally enabled R&D, manufacturing and supply with benefits from shorter time to market, reduced cost, environmental impact and improved health.

We are currently seeking applicants for a Research Assistant based at the University of Strathclyde. This is a unique opportunity to help realise the next generation of development tools to accelerate and de-risk medicine development. You will work closely with experts from Pfizer and AstraZeneca and PhD students to deliver this exciting project.

You will have a Degree in a relevant subject (Mechanical Engineering, Chemical Engineering, Chemistry, Physics, Pharmaceutical Sciences or related discipline) with appropriate experience in modelling and microstructural characterisation ideally in a materials area to develop the digitally-driven technologies for predicting physical stability of tablets.

You must have excellent verbal and written communications skills and be able to work as a member of a research team. You should be able to manage your own activities and prioritise your own workload within agreed objectives to ensure that all activities are completed to deadlines.

Job Description

Brief Outline of Job:

To combine multi-scale experimental and modelling approaches to enable the prediction of the long-term physical stability of pharmaceutical tablets. This ambitious aim will be realised by working closely with the entire project team including experts from Pfizer and AstraZeneca.

the place of useful learning

The University of Strathclyde is a charitable body, registered in Scotland, number SC015263

Main Activities/Responsibilities:

1.	Develop a single particle model that account for linear diffusion of moisture into a swelling particle.
2.	Develop a tablet model that accounts for the pore space and the associated surface area available for the dissolution medium to interact with the excipient and drug particles.
3.	Couple particle and tablet models to a multi-scale model that is capable of predicting temporal microstructural changes of tablets (swelling porous media) in response to moisture absorption and temperature changes.
4.	Acquire and process X-ray computed nanotomography data to extract the microstructure of pharmaceutical tablets and use this for modelling microstructural changes as a function of time, temperature and humidity.
5.	Validate short- and long-term physical stability predictions of pharmaceutical tablets stored at various temperature/humidity conditions.
6.	Work closely with PhD students and industry partner subject matter experts.
7.	Engage in regular project meetings, sharing updates on work and collating feedback to ensure research aligns with end user needs.
8.	Provide regular reports on progress to project team to ensure the timely delivery of high quality research with impact.
9.	Disseminate results emerging from research in an effective and timely manner and submit publications to high quality peer reviewed journals.
10.	Develop and participate in networks to foster research collaborations, inform the development of the research objectives and identify potential sources of future funding.
11.	Engage in continuous professional development.

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)

E1 Degree in a relevant subject (Mechanical Engineering, Chemical Engineering, Chemistry, Physics, Pharmaceutical Sciences or related discipline).

D1 Membership of relevant Chartered/professional body.

Experience

E2 Sufficient breadth or depth of specialist knowledge of approaches for modelling porous media.

E3 Knowledge of imaging methods and image processing approaches relevant for analysing microstructural characteristics of porous media.

D2 Knowledge in X-ray computed tomography or related 3D imaging methods.

D3 Knowledge of pore-scale modelling, pore assembly method or related methodologies.

D4 Knowledge in pharmaceutical sciences and/or manufacturing.

Job Related Skills and Achievements

E4 Ability to plan and organise workload.

E5 Ability to work with partners outwith the University and promote this research.

E6 Excellent organisational skills to plan, execute and report on research project.

E7 Assist in the supervision of student projects.

E8 Excellent computer literacy.

Personal Attributes

E9 Ability to work within a team environment.

E10 Excellent written and oral communication skills.

E11 Ability to work to deadlines with accuracy and precision.

E12 Proactive and able to use initiative.

D5 Ability to influence senior colleagues to implement change.

Other Relevant Factors

E13 Ability to balance work and time between conflicting demands.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview 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 Dr Daniel Markl, PI (daniel.markl@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Research 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 9 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.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

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

Research Staff

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, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and College 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.

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

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 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.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

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 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

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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.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/Director may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed 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 Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

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 9.6% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. From 1 April 2021, the threshold is £59,883.65 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. Information regarding USS can be found in the scheme booklet located on the website: https://www.uss.co.uk/-/media/Project/USSMainSite/Files/For_members/Guides/Your_guide_to_Universities_Superannuation_Scheme.pdf. 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). 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

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK 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.

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

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

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 that 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 one months 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 three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2021