Post-Doctoral Researcher in Protein and Peptide Design and Production (843010)

Department	Pure and Applied Chemistry (www.strath.ac.uk/science/chemistry/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	*Research*	***Reference No***	843010
Reports To	Technical Lead/Protein Assembly and Mineralisation Chemistry	**Grade**	7
Salary Range	£37,694 - £41,064 (*Restricted due to Grant Funding)	**Contract Type**	Fixed Term (Until Feb 29, 2028, with possibility of extension through Jul 31, 2029)
FTE	1 (35 hours/week)	**Closing Date**	23/09/2026
Working Arrangements	Fully On-site. Due to the nature of this role, it is based fully on-site.		
Work Location	University of Strathclyde, Glasgow		

Job Advert

We are seeking a highly motivated researcher in protein expression and synthetic peptide chemistry to join the CoreShell Fibre Foundry programme. The successful candidate will work with a multidisciplinary team of chemists, biochemists and engineers to pioneer the use of proteins to enable manufacturing of useful microstructures.

This role focuses on recombinant expression and purification of the designed protein sequences as well as the solid-phase peptide synthesis (SPPS) and purification of candidate sequence segments with self-assembly and biomineralisation functionalities. The project will start with the design of candidate sequence segments by the postholder based on the published literature and, in parallel, computational prediction of enhanced sequences by other team members. Then, the postholder will use SPPS to prepare short candidate sequences for functional validation and recombinant expression to prepare related proteins. The characterised material will be supplied to other chemistry and engineering team members for functional experiments. The entire team will analyse the sequence-function relationships and to achieve the project deliverables and milestones.

The postholder will work with the entire team to establish systematic workflows to keep track of constructs, batches and characterisation data, and iterate on the sequence design, peptide/protein production, and microstructure fabrication against defined deliverables and milestones. These will be evaluated by the funder as criteria for continued funding.

To be considered for the role, you should normally be educated to a PhD level in an appropriate discipline, have significant relevant work experience in addition to a relevant lower degree, or are close to PhD completion. You will have sufficient depth of knowledge in recombinant protein expression and purification and have either experience in SPPS and peptide purification or the technical background to rapidly acquire these skills. You will have an ability to plan and organise your own workload effectively, conduct individual research work, and disseminate results. You will have excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences, and work within a team environment.

Whilst not essential for the role, applications are welcome from candidates who have: an ability to prepare research proposals, membership of relevant Chartered/professional bodies (including the Higher Education Academy), experience of relevant student supervision and teaching activities, and/or experience of knowledge exchange related activities.

Applicants may use tools such as AI to support their application; however, all submissions must accurately reflect their own experience and understanding. The University reserves the right to verify the authenticity of application materials and may reject applications where concerns arise.

Job Description

Brief Outline of Job:

About the Project

CoreShell Fibre Foundry explores whether engineered protein sequences can encode the information needed to assemble, mineralise inorganic structures, and be released and reused within a continuous microreactor. The project aims to produce hollow inorganic fibres whose geometry is controlled by protein assembly rather than conventional material moulding or fibre drawing.

Research Focus

This research focuses on designing and producing the protein and peptide building blocks used to direct self-assembly and biomineralisation into structured hybrid materials. The postholder will combine expertise in recombinant protein production with solid-phase peptide synthesis to supply the designed proteins and peptides and will characterise all material produced to confirm it meets the specification required for downstream assembly. Both require close iteration with the computational and bio-chemists to inform successive rounds of protein sequence design.

Research Environment

The post will be based across the Department of Pure and Applied Chemistry and the Strathclyde Institute of Pharmacy and Biomedical Sciences at the University of Strathclyde. The researcher will work within a fast-paced interdisciplinary team consisting of computational and experimental chemists, protein biologists, as well as device fabrication engineers.

Expectations

The successful candidate will be expected to produce protein and peptide material to specification under supervision of the research lead, troubleshoot expression and synthesis problems, and maintain rigorous, reproducible records of constructs, batches and protocols. They will contribute to publications, reports, programme milestones, and administrative activities. They will establish a personal research portfolio and plan for future research, with assistance from senior colleagues as required. They will further engage where required in relevant student research supervision and professional and knowledge exchange activities (e.g., conference organisation, intellectual property generation, etc).

Main Activities/Responsibilities:

1.	As part of a wider research group, play a lead role in recombinant expression of designed proteins including construct preparation, expression trials, and optimisation of growth and induction conditions, with guidance from senior colleagues as required.
2.	Purify expressed proteins by chromatographic methods and develop solubilisation or refolding strategies for difficult constructs, with guidance from senior colleagues as required.
3.	Feedback on expression behaviour, solubility and yield to inform successive rounds of protein sequence design.
4.	Perform solid-phase synthesis, mass spectrometry characterisation and chromatographic purification of the peptide sequences, including synthesis optimisation and sequence iteration, with guidance from senior colleagues as required.
5.	Characterise and quality-control material produced, confirming identity, purity and yield before release to the assembly workstream.
6.	Scale production to meet the material demands of the assembly and reactor workstreams.
7.	Plan and manage own workload, including determining appropriate research methods and contributing to the development of new research methods, with guidance from colleagues as required.
8.	Build documented, reproducible and version-controlled records of constructs, batches, protocols and characterisation data.
9.	Write up research work for publication, technical reports, and project meetings individually or in collaboration with colleagues, and contribute to milestone delivery and dissemination of results as appropriate to the discipline.
10.	Supervise student projects, provide advice to students and contribute to teaching as required by, for example, running tutorials and supervising practical work.
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	PhD (or near completion or equivalent expertise) in Biochemistry, Chemical Biology, Chemistry, Molecular Biology, or a closely related discipline.
E2	Expertise in recombinant protein expression and purification and/or solid-phase peptide synthesis.
D1	Expertise in protein self-assembly or biomineralisation.

Experience

E3	Hands-on experience in recombinant protein expression and purification and/or solid-phase peptide synthesis, including relevant troubleshooting and analytical characterisation.
E4	Experience working in multi-partner research teams or with collaborators.
D2	Experience with chemical systems related to project, e.g. sol-gel chemistry, biomineralisation, designed or non-natural sequences.
D3	Experience of protein refolding, or of expression systems other than E.coli.
D4	Experience of scaling production beyond shake-flask volumes, e.g. fermenter or bioreactor operation.

Job Related Skills and Achievements

E5	Practical wet-lab skills across protein biochemistry/synthetic chemistry.
E6	Hands-on experience in protein and/or peptide analytical characterisation using relevant techniques (e.g. SDS-PAGE, HPLC, LC-MS, MALDI-TOF, UV/Vis spectroscopy).
E7	Evidence of research output (publications, technical reports, or equivalent deliverables).
D5	Rigorous data discipline, reproducible documentation, protocols, and version-controlled records.
D6	Biophysical characterisation of assembly (e.g. DLS, CD, AFM, electron microscopy).
D7	Familiarity with computational protein design workflows or sequence analysis tools.

Personal Attributes

E8	Able to work independently and take ownership of assigned tasks.
E9	Adaptable and comfortable working across chemistry, biology, and engineering disciplines, with strong collaborative and communication skills.
E10	Proactive, self-motivated, and able to show initiative in an early-stage, build-from-scratch environment.
E11	Reliable and well organised, able to plan production around the needs of downstream colleagues.
D8	Awareness of IP or commercialisation context in a translational research setting.

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Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate 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.

The University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you require any reasonable adjustments or support at any stage of the recruitment or application process, please contact us at humanresources@strath.ac.uk, and we will be happy to assist you. This includes supporting you with the option to submit a paper application or a CV instead of completing the online application form.

Interviews

Formal interviews for this post will be held in October 2026 (Date TBC).

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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 Iqra Azeem, Research Fellow (i.azeem@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 comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our Rewards and Benefits webpage.

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
    - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
    - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
    - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.

- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

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 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

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+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to support and transform gender equality within higher education and research.

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.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

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/policies/. 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 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/staff/policies/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/grantholder (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 11 public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for 4 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 5 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 5 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 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2026 is £74,208 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). 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 SharePoint (staff login required). 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/staff/policies/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/staff/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 2026