



Research Manager

Welcome from the Head of Policy and Programmes

I am delighted that you are interested in the role of Research Manager at FRAME. This is a fantastic opportunity for the right person to make a positive impact on our future. We are a small, supportive team who work closely together, despite all being based at home (and sometimes abroad!)

FRAME has a long and proud history as the oldest charity focused on replacing animals in biomedical testing. We have been influential in developing and validating new research methods as well as advising regulators and policymakers. We have been around for 50 years, contributing significantly to eliminating animal testing in a range of areas.

Funding research and working with academics is a key part of our work to reduce reliance on animal use in testing and research, and reflects the charity's ethos for working within the scientific community, rather than from the outside, to bring change. We are looking for someone with a PhD and a relevant scientific research background to join the team to manage our Grant Schemes and lead existing, and new, outreach projects and initiatives related to the academic community and research students.

If you want to work in a caring, supportive organisation making a real difference to the use of animals in scientific research, and you thrive on variety and getting things done then we really look forward to hearing from you.

Amy Beale

Head of Policy and Programmes

About FRAME

HISTORY

FRAME was founded in London in 1969 by Dorothy Hegarty, who was introduced to the [3Rs](#) by the biologist Charles Foister. The main aim of FRAME has always been to promote the 3Rs and in particular Replacement by validated, reliable, and reproducible alternative methods for predicting human adverse effects. In 1979 the first FRAME Toxicity Committee was elected, and in 1981 FRAME moved to Nottingham, where Professor Michael Balls took up the role as Chair of the Board of Trustees. Throughout the 1980's and 90's FRAME provided advice to various governmental groups and committees which culminated in the passing of the Animals (Scientific Procedures) Act 1986 (ASPA), the first piece of legislation in the area in over 100 years. FRAME has continued to push the boundaries in the field including receiving the first ever government grant to research replacement methodologies in 1984, having its first lecture delivered by 3Rs pioneer Bill Russell, and validating one of the first alternative toxicity tests accepted by the EU. FRAME celebrated 50 years of working to end animal testing in 2019, and we're very excited about what the next 50 years will bring.

VISION

A world where non-animal methods are accepted as scientific best practice.

MISSION

To support the timely development and implementation of scientifically valid methods which will provide reliable data and replace the need for animal experiments in medical and scientific research, education, and testing.

VALUES

BRAVE

We *inspire* change, by **questioning** and **constructively challenging** the use of animals in scientific and medical research.

THOUGHTFUL

Our approach is **research-led** and **considered**, using expert scientific sources to demonstrate that **humane** and **human-focussed** science is better science.

COLLABORATIVE

We work **with** academics, industry scientists, policymakers and regulators. **We don't dictate, berate, or preach**; we stand alongside those working within the sector to create **practical** solutions for better human health.

RESOURCEFUL

*We act prudently and **creatively**, using our resources strategically to create maximum impact.*

SUPPORTIVE

*We are **supportive** of our staff and community, **open** to new ideas and viewpoints and **loyal** to our supporters and partners. We seek to **inform, inspire, and nurture** the next generation of researchers.*

FRAME works to improve scientific efficiency and outcomes by replacing the use of animals in research and testing in **medical and bioscience research**, and **drug discovery and testing for human health**. We consider that the continued use of animals in research is increasingly out of line both with scientific evidence, and social progress in terms of attitudes towards animals. The current system is configured around this working model and there are many forces that act to make change difficult both at an individual and a system level. We believe that lasting change involves engaging all stakeholders - current and future scientists, regulators, funders, journal editors, and the public – in debate about how to move towards a more accurate, efficient, and humane model of biomedical research.

KEY ACTIVITIES

FRAME is engaged in a number of activities and delivers a range of services, some on a regular basis, and some ad hoc. Below is an overview of the key ones.

FRAME Lab

The FRAME Lab is based at the University of Nottingham. It was founded in 1991 and the first Director was Dr Richard Clothier. Under Richard's leadership the FRAME Lab focused on developing new in vitro methods for toxicity testing, in particular in cosmetics, and was instrumental in advising the government on the legislative changes that underpinned the UK, and subsequent EU ban on animal testing in cosmetics. The current Director is Dr Andrew Bennett. Andrew's focus is on basic research developing human cell-based models of the liver and other systems to predict more accurately than animal models disease progression and pharmaceutical pathways for intervention. Recently, students and researchers at the FRAME Lab have published work on areas including IBS, hepatitis, diabetes, and cancer.

Research funding

Our current grant schemes are:

- The FRAME Summer Studentship Programme – Providing small grants (£2- 3K) for undergraduates to carry out a short summer research project at their own university.
- Innovation Grant Scheme – A scheme providing small grants (£5-15K) for pilot projects that will help evidence novel ideas and provide proof of principle data to support future funding applications.

Alternatives to Laboratory Animals (ATLA)

FRAME publishes a peer-reviewed, scientific research journal, in partnership with Sage publishing. Two members of the FRAME team work exclusively on ATLA, alongside our Editor-in-Chief, Dr Judith

Madden. ATLA is currently published 6 times a year and is a major source of disseminating research on alternatives. FRAME subsidises copies of ATLA to be sent free of charge to institutions and researchers in the developing world who traditionally have had less exposure to animal replacement methodologies.

FRAME Training School on Experimental Design

FRAME runs a highly regarded training school on experimental design, training researchers to use fewer animals more effectively in line with the 3Rs components of Refine, Reduce and Replace.

Online resources

We publish a variety of online tools and information about understanding the legislation in relation to animal testing, as well searching for alternatives, and specialist blogs and thought pieces highlighting the issues.

WHY WE NEED A RESEARCH MANAGER

The purpose of the role is:

- 1) To deliver our annual Summer Studentship and Innovation Grants schemes
- 2) To maintain and develop the relationship with the FRAME Lab
- 3) To take forward projects relating to our activities around research and academia. This could be supporting our Scientific Advisory Panel, writing case studies of new technologies that are replacing animals in research, or engaging with academics and doctoral students on issues such as ethics, challenging the use of animals, and good experimental design.

We fund research into human-relevant methods. We do this through the provision of an annual grant to support research at the FRAME Laboratory based at the University of Nottingham, and our grant schemes. Projects in the FRAME Lab focus on the development and implementation of 3D cell-based models, using human tissue, for use in biomedical and bioscience research. We support the 3Rs ethos, where replacement is the first priority and the ultimate goal and making tangible progress on the development and uptake of non-animal techniques lies at the heart of our work. As such our two current grant schemes fund research that will help replace animal use and develop alternative approaches to answering research questions. We do not fund any research that requires the use of live animals, including invertebrates.

Education is a core theme across our work streams, in our writing and communications, and our education and training indicatives. This also applies to our grant schemes where our funding should advance techniques or knowledge, but also provide opportunities for grant holders to develop their skills in public communication of research, and how to ensure that their work has impact. Mentoring university students and early career researchers to support the development of their research and communication skills is something we are passionate about, and you will need to be too! We work closely with our Summer Studentship winners to produce reports at the end of their research projects which are shared via the FRAME website. Two of our 2021 winners have had named authorship on published papers as a result of their Summer Studentship projects.

We engage with all our grant awardees to ensure their research is communicated via various FRAME channels. Dissemination of research methods and outcomes is essential to ensure that knowledge and techniques are being shared amongst the scientific community. You will lead on maintaining a close and supportive relationship with the PhD students in the FRAME lab to ensure we stay up to date with the progression of their research projects and any posters, presentations, conferences, or publications

they are involved with. As such you will need to be within travelling distance of Nottingham to be able to visit the lab on a regular basis (approximately monthly).

We have recently recruited a volunteer Scientific Advisory Panel of academic and industry researchers to provide scientific support for our grant review processes and wider FRAME projects. The development of this panel is exciting, and we look forward to seeing it have an impact across our work in the coming year.

At FRAME we believe a whole system approach is required to phase out animal research where it has historically been the first choice for drug-development, safety testing and human disease research. Culture change is needed within the current academic research system to help prioritise the development and uptake of human-relevant methods over animal models. Currently nearly 70% of all scientific procedures carried out on animals in the UK are for the purposes of basic, applied, or translational research, and most of this research happens in universities. There is no quick fix, but by engaging with early career researchers, experienced academics, and future research scientists in this role, you can help us make a difference.

JOB DESCRIPTION

Job Title: Research Manager

Salary: £30 – 34k per annum (or pro-rata for part-time hours) depending on experience

Hours: Full-time, although we would consider part-time hours (down to 80%) for the right candidate. Hours and start date can be arranged flexibly by discussion.

Location: Homeworking with some travel as required, in particular, regular visits (expectation of monthly as a minimum) to the FRAME Lab at the University of Nottingham will be part of the role

Reports to: Head of Policy and Programmes

Contract: 2-year contract

Closing date: Sunday 12th June

Interviews: Thursday 23rd and Friday 24th June

We are looking for an organised and proactive individual with experience of academic research to join our growing team, to manage our grant programmes and lead on existing and new academic outreach projects and initiatives. The successful applicant should hold a PhD, ideally in one of the biosciences, to ensure familiarity with conducting research in an academic environment. Further experience, such as a post doc research position or management of similar grant schemes, would be beneficial.

As our Research Manager you will be joining a small but passionate charity, where your experience, opinions and ideas will contribute to shaping our education and engagement work with undergraduates, PhD students, early career researchers and experienced academics. You should have a passion for reducing animal research and a willingness to engage with the academic community to achieve this. As a member of a remote team, you will need to be confident working through online platforms, and be a friendly, team player who is keen to contribute ideas and engage with other aspects of our work. In this varied role you will work closely with the Head of Policy and Programmes and the wider team to ensure

FRAME has a creative and effective approach to engaging with researchers and university students.

If you have any questions about the role, please contact amy@frame.org.uk

KEY OBJECTIVES

- Organise and run FRAME grant schemes. This includes promoting the schemes, managing application, selection and review, and monitoring and feeding back on successful projects.
- Co-ordinate the FRAME Scientific Advisory Panel. Including communications, ongoing recruitment and participation in FRAME Grant schemes and other projects.
- Help maintain the relationship with the FRAME Lab and PhD students. Have an awareness of current research projects, publications, and events and communicating these via FRAME channels.
- Maintain a timely awareness of training, resources, events, and new research relevant to our research audience and feed these into scientific communications.
- Work closely with the FRAME communications team to support the creation of written and visual scientific content for the website, social media, and other channels.
- Help inform FRAME responses, opinions, and policy related to research, science, and academic education.
- Support the development and implementation of existing and new mentoring programmes, training provision and engagement activities aimed at university students from undergraduate to PhD level. This will include supporting with the production of reports or research summaries for current grant schemes and projects at the FRAME Lab.
- Monitor and develop relationships with key stakeholders in academia, publishing, and grant funding.
- Represent FRAME at relevant scientific research-related events, collaborations, projects, committees, and conferences.
- Support and contribute to other policy, project and planning work as required.
- Be an ambassador for FRAME, promoting the vision, aims and objectives of the charity.

PERSON SPECIFICATION

Qualifications & training	Essential	Desirable
Evidence of strong literacy and numeracy relevant to the role	X	
PhD in relevant area (Ideally biosciences)	X	
Post-doctoral research position		X
Experience, skills & knowledge		
Experience of writing, and reviewing scientific reports and papers	X	
Experience of carrying out academic research in a laboratory setting	X	
Experience of using online collaborative and meeting software (preferably Office 365 and Teams)	X	
Strong proof-reading and constructive feedback skills	X	
Ability to simplify, summarise and communicate complex scientific concepts	X	
Knowledge of grant application procedures and peer-review processes	X	
Knowledge of how to plan, design and report experiments	X	
Ability to manage projects, track progress, and report back	X	
Highly organised with good time management skills	X	
Ability to prioritise and work to deadlines	X	
Strong analytical and review skills	X	
IT literate	X	
Confident clear presenting skills	X	
Experience of coaching or mentoring		X
Experience of public communication of science (e.g. writing blogs, participating in podcasts, or similar)		X
Experience of organising or managing departments, committees, working or volunteer groups		X
Personal characteristics we are looking for in this role		
Strong affinity with FRAME's mission and values	X	
Self-motivated	X	
Friendly, engaging and professional manner	X	
Ability to work collaboratively in a small team	X	

SUPPORT

We offer great support, guidance, and supervision both from your direct supervisor and from the wider team. You will have the opportunity to develop your management and mentoring skills and help facilitate research and initiatives that will help create a better future for animals and humans.

We offer flexible, home-based working in an extremely supportive environment with a flat hierarchy. We are happy to discuss reasonable accommodations to help you succeed in your role.

We are committed to Diversity and Inclusion and welcome applications from people of all backgrounds. We have tried to make this recruitment process as accessible as possible but know that there may be more that we can do. We would be happy to provide further support that you may require. Please get in touch with us at hr@frame.org.uk if you would like to discuss this with us.

TO APPLY

Please visit <https://hr.breathehr.com/v/research-manager-23057> and upload a copy of your CV as well as a personal statement which answers the following questions:

1. What skills, experience or qualifications do you have that would help you succeed in this role? Please ensure you tailor your answer to the person specifications shown above (max 800 words)
2. Tell us about a time you have had to communicate a scientific concept or project to a non-specialist, and/or specialist audience and how you went about it. (max 300 words)
3. How can engaging with researchers as undergraduates or PhD students help reduce animal testing? Include examples of concepts/principles you consider important in the education of future scientific researchers and why. (max 500 words)

Please thoroughly read the person specification before compiling your application. Applications that are not in the format requested (CV and personal statement), and where the personal statement does not clearly address the questions above, will not be considered.

Thank you for your interest in working for FRAME!