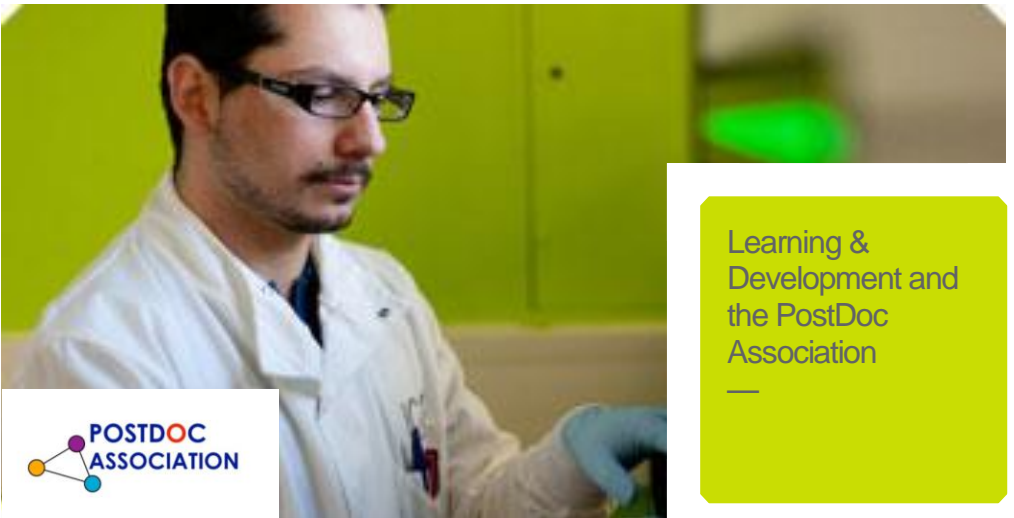# Postdoc career development & training at the ICR

Learning & Development and the PostDoc Association

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POSTDOC ASSOCIATION

Foreword from the Postdoc Association Chair

Welcome to postdoc life at the ICR!

Being a postdoc at the ICR is both challenging and rewarding. With around 150 postdocs at the ICR, we represent approximately a quarter of the ICR's research workforce and cover a diverse range of scientific disciplines. The ICR is a unique organisation with a culture of hard work and collaboration, and I'm sure you'll find your time here stimulating and memorable.

There is no denying that being a postdoc is a challenging career step. The environment is competitive, hours are long, expectations are high and it can feel like you're competing against the clock – to get papers, patents, funding and so on. However, here at the ICR, there are many opportunities to develop your skills and make contacts to help you pursue the future career you're aiming for, whatever that might be.

I'd urge you to make the most of the opportunities available to you. Don't leave things to the last minute either. It's tempting to wait until the final months to decide what to do next in a career, but it's worth thinking right from the start about how you'll use your time here to enhance your CV both in your research, but also outside. Whether it's developing new technical or computing skills, gaining confidence in giving talks, helping organise events or refining your scientific writing, there is plenty of support to help you on the way. The following pages outline some of that support, coordinated together with the Learning & Development team.

Getting involved in the Postdoc Association is a fantastic way to find out about the opportunities and support available to you, as well as getting to know other postdocs you might never have met otherwise. We meet on a monthly basis at lunch time, so feel free to drop in and find out what we're all about.

Enjoy your time at the ICR and good luck!

Giammy Liccardi, Chair, Postdoc Association Committee

Email: pdac-chair@icr.ac.uk

"It is vital for the long term success of the ICR that we continue to prepare our researchers to succeed in the highly competitive field of academic research."

Professor Paul Workman, Chief Executive, ICR

Training

Below are some training courses specifically of interest to postdocs (A-Z). The full range of face to face workshops available to ICR postdocs are detailed on the training website. Visit training.icr.ac.uk for more information.

Adobe Illustrator
Adobe Illustrator can help you generate visuals to communicate your science to both specialist and lay audiences. In addition, Adobe Illustrator can be used to assemble and label multi-panel figures for publication.

Adobe Photoshop
This course provides an introduction to Adobe Photoshop software and explores how you can use it to prepare high quality scientific figures for publications or for your thesis.

Bioinformatics 3 day course
This Introduction to Bioinformatics workshop is aimed at those with little or no background of this topic and aims to give an overview of bioinformatics tools and a flavour of basic programming in R. The course has been designed with 1st year PhD students in mind.

Careers 1-2-1 with External Advisor
The Learning & Development team organises these 1-2-1 sessions with external careers consultants from The Careers Group (the University of London's careers service). These sessions are free and offered to staff and students. They last approximately 30-45 minutes.

ChIP-seq Analysis
ChIP-Seq is commonly used for a number of related experiments looking at the association of proteins or other marks with parts of a genome. ChIP data is actually one of the more difficult data types to analyse and interpret. In this course we go through the entire process of analysing ChIP data, from raw sequence through to differential binding analysis. We cover many different types of ChIP and go through the issues of mapping, peak calling, filtering, quantitation, normalisation and differential analysis as well as looking at a large number of ways to visualise and check results.

Effective Research Degree Supervision
This one day workshop explores ways in which PhD students and other postgraduate research students can be best supported academically and personally to achieve success in their studies in

a timely manner. There will be lots of opportunity to debate and share views whilst considering the most appropriate responses to difficult supervisory situations and common problem situations.

English Language (for non-native speakers)
This course covers the rules and practical application of the English language to enhance your vocabulary, grammar and overall communication skills. There is a pre-course assessment for applicants to ensure everyone in the course has a similar level of English competency. The course is delivered in 10-week blocks with participants committing to attend at least 8 of the 10 sessions.

Fellowships – An Introduction
This session will be chaired by Professor Peter Rigby and will introduce you to fellowship applications.

From Postdoc to PI – collaborative event with Imperial College
This event is aimed at early career researchers aiming to do the transition from postdoc to PI.

Genomics with R and Bioconductor
This course will train participants in the use of R to analyse genomic data. It is aimed at biologists, bench scientists and clinicians who work with genomic data and would like to be able to analyse it themselves and gain a better understanding of the work of BioInformaticians who use R and similar software.

GraphPad PRISM
Graphical representation of data is pivotal when one wants to present scientific results, in particular in publications. GraphPad allows you to build top quality graphs in a much more intuitive way. This course is an introduction to statistics with GraphPad Prism. It provides a refresher of statistical techniques and how they can be applied using Prism software.

HPC and Linux (3 independent modules covering various topics)
Part 1 will introduce you to High Performance Computing (HPC) and why you might use it. You will also be introduced to the Linux Operating System, basic knowledge of which is required for using the ICR's HPC service.
Part 2 will build upon your Linux knowledge from part 1, providing you skills that will be useful when using the HPC service and other Linux systems.

Part 3 will teach you how to use the ICR's HPC service and will provide advice on identifying where your performance bottlenecks may be. You will also be introduced to the Research Data Service, which is also provided by the Scientific Computing team.

Insight into Peer Review of Journal Articles
This course provides insight into the peer review process for journal articles, including tips on reviewing papers as quickly, efficiently and accurately as possible. The insight also allows delegates to put themselves "in the shoes" of the reviewer, to help and support in the preparation of high quality journal articles for publication.

Introduction to Project Management
An introduction to the principles and skills of effective project management. It takes delegates through the stages of the life cycle of a project from initiation to completion and evaluation.

Mandatory courses
There are a number of mandatory courses that all staff must complete before their 6 month probation end. These are:
- Equality Excellence seminar
- Bullying and Harassment (classroom or online)
- Health, Safety & Environment Induction training
- Online modules (visit http://training.icr.ac.uk for the links)

MS Access
This introductory course consists of four sessions covering the following topics: Access Database concepts, Access Forms, Access Queries and Access Reports

MS Excel
A series of short courses covering using formatting, wrap text, borders, freeze panes Autofill Formulae: Division, Subtraction, Addition, Multiplication Functions: Autosum, Max, Min, Count, CountA and Headers and Footers. The 4 sessions are 75 minutes each across one full day. Staff can attend 1 or all 4 sessions.

MS Word
A series of short courses covering formatting, organising documents and working with longer documents. The 4 sessions are 75 minutes each across one full day. Staff can attend 1 or all 4 sessions.

Networking skills for scientists

A recent survey by LinkedIn showed that 85% of critical jobs are filled via networking and last year the Wall Street journal found that between 60% and 90% of jobs are advertised informally through people's networks. This makes networking a significant key to your job search.

New postdocs – what you need to know
This short informal session provides a chance to meet other new postdocs outside of your team over tea and cookies.

PowerPoint
A series of short courses covering PowerPoint basics, Common tasks and advanced actions. The 4 sessions are 75 minutes each across one full day. Staff can attend 1 or all 4 sessions.

Python Introduction – 3day course
An introduction to Python from zero level spread over three consecutive full-day sessions. By the end of the course students should be able to understand Python code and how Python works, troubleshoot simple problems encountered when using Python and start writing own Python scripts.

R – an Introduction
This course, provided by Babraham Bioinformatics department, aims to introduce R as a tool for statistics and graphics, with the main aim being to become comfortable with the R environment. It will focus on entering and manipulating data in R and producing simple graphs. A few functions for basic statistics will be briefly introduced, but statistical functions will not be covered in detail.

R – Advanced
This course follows on from the introductory course. It goes into more detail on practical guides to filtering and combining complex data sets. It also looks at other core R concepts such as looping with apply statements, using packages and advanced graphing. Finally it looks at how to document your R analyses and generate complete analysis reports.

RNA-seq analysis
RNA-Seq is one of the most common sequencing technologies and is widely used for the measurement of gene expression. In this course we go through the entire pipeline of processing, quality control, visualisation, quantitation and differential expression analysis for a typical sequencing experiment. At each stage we discuss the choices to be made, and the problems you might encounter. The course is an even split of theoretical and

practical material where you will have plenty of hands-on time with real sequencing data.

Presenting at a Research Conference

This workshop is a great opportunity to learn the skills and techniques for delivering confident presentations. We will begin by exploring the basic components of communication including the effective use of your voice and the power of body language. We will cover planning for your meeting, structuring the content and preparing to deal with questions.

Research Integrity

This interactive session looks at the issues and practicalities involved in ensuring your research meets the highest ethical standards. There will be a panel of experienced researchers from a variety of disciplines there to offer advice and their own experiences, including Prof Keith Jones, Deputy Dean.

Scientific Figure Design

The aim of this course is to make people think more critically about the way they construct figures for papers and presentations. It is not a course which teaches you how to draw plots in a given program or language. The course provides an introduction to basic data visualisation theory to demonstrate the scientific reasons that some plots work better than others. It also takes in elements of design theory to show how to make plots which are easier to understand and more visually pleasing. Many examples are used to illustrate the difference between an effective and pleasing plot and one which doesn't work well. The latter part of the course introduces a bitmap editing program (GIMP) and a vector editor (Inkscape) which can be used to draw, modify or composite figures for publication.

Statistics in Oncology - Using key statistical techniques in cancer research

Provided by ICR Clinical Trials & Statistics Unit (ICR-CTSU), this course aims to present an overview of how statistics are used within cancer research, and illustrate different statistical methods using examples of studies related to the work of the ICR. Participants must have recently attended a basic statistics course, such as the 'Statistics for Researchers' modules at ICR, and currently analyse or need to analyse their own data statistically. This is an overview session designed to follow on from a basic statistics course, which assumes some knowledge of statistical techniques.

Statistics for Researchers
This course consists of 4 modules which all have a distinct focus.
Students are expected to attend all of the 4 modules. Each
module will combine theoretical and practical sessions with
discussion.
Module 1: Summarising and presenting data sampling
Module 2: Significance Tests and p-values
Module 3: Measuring the association between variables &
regression
Module 4: Survival analysis and study designs

Technical seminars
Including Chemistry for Non Chemists, Bioassays in Drug
Development, Introduction to Structural Biology, RNAi Screens,
Practical Flow Cytometry and introduction to tissue culture.

Writing and Publishing a Research Paper
This course aims to provide individuals with the skills and
confidence necessary to write a research paper.

Postdoc Association Committee

The ICR aims to encourage careers in science through promotion of networking, professional and personal development and increasing opportunities in science for postdocs.

Postdocs at the ICR play a pivotal role in both the day-to-day practice of research and to the discovery of new knowledge across virtually every field of Cancer Research. For many, the postdoc experience is a unique and critical juncture in their professional career.

With this in mind, the Postdoc Association (PDA) is dedicated to supporting postdocs both professionally and pastorally throughout their time at the ICR. The PDA focuses on the provision of networking opportunities, personal and professional training, and encouraging both scientific discussion and interaction within and outside the ICR.

You can contact the PDA committee by emailing postdoc-committee@icr.ac.uk.

Aims of the PDA
- assist postdocs in their career development
- provide a scientific forum for postdocs
- provide postdocs with learning and development opportunities
- promote interaction and networking between postdocs and other
- scientists (at the ICR as well as at other Institutions)
- provide postdoc representation and perspective in key initiatives within the ICR.

Nexus Pages
A central source for information on the activities of the PDA is our Nexus page (find under "Groups"). The PDA uses this web space to upload all committee meeting agendas and minutes, information on events and initiatives that the PDA is involved in. A number of presentations and recordings from previous careers conferences can also be accessed. Nexus > Associations > Post-docs association

Meetings
The PDA Committee (PDAC) meets for one hour at the end of every month in order to discuss the organization of activities and events, the participation at various boards and committees, and any other relevant business. These meetings are open to all postdocs. The meetings are video linked between Sutton and

Chelsea and the times and dates can be found on the Postdoc Association Nexus page.

Internal and external involvement on boards and in committees

The PDA has representatives on several boards and committees, with the aim of providing feedback and promoting the PDA agenda. Current boards and committees on/in which the PDA has a representative include the following:

- Academic Board
- Equality Steering Group
- Athena SWAN Silver Steering Group
- Library Committee
- Chief Executive's Advisory Forum
- Common room committee (Chelsea)
- The Ups Club Committee (Sutton)

A full list of committee positions available can be found on the PDA intranet pages.

Travel bursaries

The Postdoc Association (PDA) is able to offer a small number of travel grants (up to £200) to support postdocs traveling to upcoming national or international conferences and training courses. Applications are judged anonymously by members of the PostDoc Association Committee (PDAC) and the Learning and Development team. Preference is given to those presenting their own research and who have not received funding from other sources. Postdocs are notified by email when the call for applications is launched.

Postdoc and student seminar series

Organised jointly by the PDA committee and the student committee, this provides both groups the opportunity to present their work (whatever stage it may be at) in an informal environment for discussion and feedback. You may want to practice giving talks, prepare for a job interview, want to raise the profile of your work and seek collaboration, or feel stuck with an experiment or technique and want advice or suggestions. Whatever the reason, come along and get involved.

Events organised by the PDAC

The PDAC organises social events to facilitate networking and interactions amongst postdocs and scientists at the ICR and other institutions. The events regularly organized by the PDAC include:

Coffee Afternoons
These events are organized on a monthly basis, alternating between Chelsea and Sutton. The PDA Coffee Afternoons are a regular and informal opportunity to meet fellow postdocs, have a chat, network and raise issues with members of the Postdoc Association.

Expanding Networks: scientific discussions between Postdocs and PIs
This initiative was developed by the PDAC to bring postdocs and team leaders together to discuss pertinent scientific issues in an informal environment. The format can vary, but it will typically involve a couple of short talks or panel discussions, followed by informal Q&A and networking sessions over drinks and nibbles.

Postdoc Away Day / Careers Conference
These events are organized biennially and aim to provide career information and networking opportunities. The Postdoc Away Day is a more relaxed event focusing on social activities that promote team building and networking. The Careers Conferences aims to highlight career paths and routes from external speakers who have pursued various career paths since being a scientist. The event often hosts workshops as part of the day that offer advice and guidance for individuals to help achieve career goals.

Summer Parties
These parties are normally organized in July, often with a specific theme. Past themes include the Olympic Games, the Circus and the Tropics. There are two such events organized every year, one at each site and they have been very successful. More recently these gatherings have been organized together with the Scientific Officers Association.

Autumn Cheese and Wine evening
These events provide an opportunity to interact in a relaxed and informal evening. This is a particularly good opportunity to meet newly appointed postdocs. There are two such events organised every year, usually in November, one each site.

All postdoc socials are primarily promoted via email, so keep an eye out for these and if you don't receive them, contact the IT helpdesk to ask to be added to the mailing list.

"Make contacts with relevant people – speak with them, network. You'll be surprised how many contacts will turn out to be useful –directly or indirectly - at the end of your contract." former PDA Committee member

How else can I develop my skills and career at the ICR?

Opportunities for postdocs
There are a number of other initiatives and opportunities for you to get involved in which will enhance your CV and hopefully add to your ICR experience:

Scientific Computing User Forum
With recent advances in technology such as next generation sequencing, more and more researchers are facing the challenge of storing and manipulating large data files, often requiring knowledge of computer programming. As this is a constantly evolving field, it can often be useful to share expertise and discuss issues with others involved in this kind of work (whether a biologist, chemist or physicist). The Scientific Computing User Forum (SCUF) has been developed to provide researchers the opportunity to meet others across the ICR in the scientific computing field, bring along any issues you have and to provide a forum for sharing expertise and knowledge. This is also a great opportunity to make links and initiate collaborative work with other labs. To join the SCUF mailing list, contact training@icr.ac.uk.

Teaching opportunities
Given the lack of teaching opportunities at the ICR compared with other universities, the PDA seeks to provide opportunities for postdocs to develop teaching skills where they can. A number of postdocs provide short training seminars in key techniques or topics in their field of expertise. These seminars are opened ICR-wide and are supported by the L&D team. Topics include Introduction to Tissue Culture, Chemistry for Non Chemists, Introduction to Linux. Postdocs who are interested in providing a training seminar on a topic of interest can contact Learning & Development.

ICR also participates in the STEM Ambassador scheme which provides opportunities for researchers in STEM subjects to give talks or lessons in schools and participate in outreach events. Details can be found on Nexus.

Writing opportunities
If you'd like to refine your scientific writing skills, there are many opportunities to do this at ICR. There is the annual Mel Greaves science writing prize, the chance to write for the ICR science blog, and to contribute to the online Skills website which provides information for students on all aspects of life in research.

Science Communication bite-size lunch time talks
This series is delivered by internal ICR trainers who work in the Communications Team. The list of themes covered include how to make your research more visible through social media, and how to improve science presentations through storytelling.

"I wish I'd realised earlier that there are plenty of opportunities for public engagement science writing at the ICR - for example contributing to the ICR blog. But you have to go and find the opportunities; they won't just fall into your lap." – Former PDAC member

Careers support for postdocs

Members of the L&D team are trained in running careers one-to-ones and discussions, giving CV feedback and arranging mock panel interviews. You can contact the team at any time to arrange these or discuss your options (training@icr.ac.uk). Members of the team are qualified in psychometrics such as Myers Briggs and coaching, this may be available (email to enquire).

The Careers Group consultants
The ICR also provides access to external, impartial careers advisors from the University of London careers consultancy, The Careers Group. The careers advisors who work at ICR either have backgrounds in scientific research or have worked with a number of similar organisations such as CRUK and EMBO. They visit both sites on a regular basis to provide one-to-ones and careers skills workshops. Look out for these on the training website. Topics include:
- Networking skills for scientists
- Creating Killer CVs
- Careers Health Check for Researchers
- Making the most of careers conferences and fairs
- Creating prize-winning scientific posters
- Intelligent job hunting

Careers Cafés
Running approximately once per term, these short, informal sessions give students and postdocs opportunities to hear from external speakers who have pursued different career paths. The sessions are held in a relaxed environment over coffee and biscuits with ample opportunity to ask questions. Topics to date include science communication, consultancy, patent law, project management and genetic counselling.

ICR postdoc LinkedIN group
The PDAC has created a postdoc and postdoc alumni LinkedIN group to facilitate networking between current and former postdocs. This is a great way to see where former postdocs have gone in their careers after leaving ICR. You can request to join, as long as you have a LinkedIN profile.

Careers webinars
It's not always convenient to attend workshops during the working day so L&D have commissioned The Careers Group advisors to run webinars on career topics. These webinars have been recorded and are available on Nexus under Staff essentials>Resources.

Aiming for an independent academic position

Pathway to Independence

Many Postdocs face numerous challenges when they are looking to make the transition to independent team leader. In 2013 the PDA committee and Learning & Development joined collaborators from the BBSRC (major UK funder) and The Wellcome Trust Sanger Institute to develop a programme of support for top postdocs hoping to make that career step. Speakers included eminent UK scientists (for example Prof Paul Workman from ICR) and junior team leaders who recently made the transition who shared their experiences. The programme is offered on a biennial basis. Information on the programme can be found on the website: http://training.icr.ac.uk/pathway.

Pathway to Independence Dean's Awards

To further support the transition from postdoc to independent researcher, ICR offers competitively awarded Dean's Awards of up to £5,000 to provide resource for postdocs to gather preliminary data for fellowship applications.

From Postdoc to PI: A Collaboration with Imperial College

It's difficult to know what it takes to make it as an independent academic, either in a research institute or in a university. This collaborative event brings recently recruited PIs from the ICR and Imperial College to give honest and open accounts of their experiences – in preparing a research proposal, applying for funding (both successful and unsuccessful), the recruitment and negotiation process, and other aspects of life as a PI. The event also brings senior researchers to describe what they look for when recruiting new junior team leaders, and funders to talk about schemes and opportunities available from them.

Advice from a junior ICR team leader

We asked our newly recruited career development faculty (CDF) for their advice on successfully navigating a postdoc career and establishing as an independent researcher. One responded with the following:

"My success as a postdoc and the establishment of a scientific career was essentially based on the following premises:
1)   Enter a top lab/ institution with a very helpful supervisor. My supervisor was always available for discussion and to provide feedback. He encouraged me to try other approaches and use all the resources available.
2)   Determine my scientific question and the experimental approaches very early on during my postdoc (within the 1st year). You need to find your niche and get familiar with the

previous approaches and results. Optimize the approaches you think should be essential to assess the biological/ clinical relevance of your setting/hypotheses.

3) Be global. I used alternative approaches, novel views from other cancer related topics (bioinformatics, biophysics, etc…). Maximize your outputs by considering new tools. Feed from fellow postdocs.

4) Work hard and learn fast. 4-5 years go really fast. Design your approaches to give you straight answers.

5) Have contingency plans set up throughout your postdoc. Try to start with 2-3 projects that could interconnect if necessary. If the priority project works fine, you will be able to follow other projects further down your career. In order to decide which project to follow at any given time, follow your instinct but feed it with multiple opinions.

6) Find quality time with your supervisor. Try to use that time accordingly – prepare it in advance, especially the things that worry you. Think global, not just the current/next experiment but also 6 months down the line.

7) Engage in scientific discussions with your fellows – either within your lab or from other labs. Participate in any event that would allow your scientific reasoning to be developed – seminars, talks, conferences…"

"Work hard and learn fast. 4-5 years go really fast. Design your approaches to give you straight answers." – recently recruited junior PI

External support available to postdocs

Across London there are a number of universities and colleges which also provide training and career development opportunities. The bigger universities may run a wider selection of courses or run them more frequently.

Royal Marsden Hospital
RMH runs a number of courses for corporate and other staff which ICR staff can access for free. To view courses available, log in to the RMH intranet via the link on Nexus and visit the HRFirstpoint > Learning and Development pages or email askHR@rmh.nhs.uk.

Imperial College Postdoc Development Centre
www.imperial.ac.uk/staffdevelopment/postdocs1

Imperial run a number of courses and events for postdocs, including an "Introduction to Teaching and Learning" and an annual fellowships event.

King's College London researcher development programme:
http://www.kcl.ac.uk/study/pg/school/RDP

UCL staff development
http://www.ucl.ac.uk/hr/od/research

Vitae (a national organisation that champions the career development of researchers)
www.Vitae.ac.uk

Vitae host a website providing a large source of career development information for researchers in academia. The also hold regular events that are often free to attend.

Commercial training providers (most provide ~50% discount for charities)
Reed Learning: www.reedlearning.com
Kaplan Hawksmere: www.hawksmere.kaplan.co.uk
GBS Corporate: www.gbscorporate.com

Who are we and what do we do?

The ICR's Learning & Development team focusses on supporting the career development and skills training of research staff and students. This includes organising and running workshops, offering bespoke individual and team development opportunities, supporting networking initiatives and organising events. Our team works closely with staff via the staff associations and with team leaders/managers to ensure all support is bespoke. The team facilitates sharing of expertise across the ICR, with team leaders, careers advisors and other experts involved in training programmes.

Mr Neil Walford - Head of Organisational Development
Neil established the ICR Learning & Organisational Development function. Previous roles include career development, talent management and recruitment at BT, Learning and Organisational Development at CDC Capital Partners, as well as developing the MBA Career Development programmes. He graduated from the University of London (Birkbeck College) with an MSc in Organisational Behaviour, and additional accreditations include psychometric testing (BPS), coaching (ILM) and mediation (ACAS). Neil is a member of the Chartered Institute of Personnel and Development (CIPD) Advisory Faculty, a Visiting Lecturer in Strategic Human Resources and partner in a HR consultancy organisation.

Dr Elise Glen – Researcher Development Manager
Elise joined the ICR in February 2013 having been a Post Doc at Newcastle University working on a number of exome sequencing projects. Before that she completed her PhD in pharmacogenetics in collaboration with AstraZeneca. During her time in Newcastle Elise was involved in leading seminars and lectures for undergraduate medical and pharmacology students and was involved in her institute's public engagement committee. In her role at the ICR, Elise leads the Researcher Development programme and works with staff associations to create tailored development programmes for researchers. She regularly delivers training, provides individual careers advice, and is the main point of contact for the development of postdocs and clinical researchers.

Dr Barbara Villarejo Balcells – Researcher Development Coordinator
Barbara joined the ICR as a PhD student in 2005. After completing her PhD under Prof. Peter Rigby's supervision, she continued as a HSO in Janet Shipley's lab. She joined the Scientific Officers Association Committee (SOAC) when it was

first formed in 2010 and later became its chair and worked with Learning & Organisational Development to develop a training programme tailored to scientific officers, including the yearly SO conference. In 2012 she took a career break and returned to the ICR in 2015 as a Researcher Development Coordinator within the Learning & Organisational Development Team. Barbara works predominantly with the Scientific Computing community to identify training needs and coordinate and develop training opportunities for this group. She also delivers training workshops within the ICR, provides 1-2-1 careers support to staff and students and works on organisational development projects such as the ICR attitude survey.

Dr Celia Monteiro Domingues – Researcher Development Coordinator

Celia joined the ICR as a postdoc in Pascal Meier's lab in 2012 to study cell death and inflammation. During that period, she joined the Postdoc Association, where she became involved in organizing career events and supporting the ICR's Postdoc community. Before that, Celia was a postdoc at NYU, and a PhD student at Gulbenkian Institute. Celia joined the Learning and Development Team in 2017. In her current role, Celia works predominantly with the students and scientific officers to coordinate and develop the training offered.

Dr Vanessa McKean – Equality, Diversity and Inclusion Manager

Vanessa studied Psychology in the University of Warwick and later went onto complete an MSc in Science and Technology Policy Studies in the University of Sussex. There she continued her research in social studies and completed a PhD in environmental policy surrounding the UK Air Quality Strategy. She joined the ICR in 2013 when she took the position of Athena SWAN Coordinator. In this role she successfully coordinated the efforts that led to the ICR being awarded Silver Athena SWAN status. Currently she is working with staff at the ICR and the Royal Marsden Hospital to prepare the application for a Gold Athena SWAN award.

Ms Hilary Taylor – Learning & Development Programme Coordinator

Hilary Taylor joined the ICR in September 2017 as the Learning and Development Programme Coordinator. Previously working in grant management for 10 years, Hilary has successfully managed a series of programmes distributing government funding to a variety of groups.