



Welcome from Professor Daniel Figeys Director and Chief Executive

Thank you for your interest in joining the Quadram Institute.

This is a unique opportunity to work at the forefront of integrated food and health research within the state-of-the-art Quadram Institute, located at the heart of the Norwich Research Park. The Institute brings together research groups from Quadram Institute Bioscience (QIB), the University of East Anglia (UEA), and the Norfolk and Norwich University Hospital (NNUH) to deliver world-leading expertise in food science, microbiology, bioinformatics, and clinical research.

With the appointment of a number of world-leading Group Leaders, we are strengthening our ambition to deliver societal benefit through fundamental and translational microbiology, food and health research.

Our new strategy is built around three strategic directions that will shape the next phase of our science and partnerships:

Healthier Lives: advancing precision nutrition and microbiome-based interventions to improve health across the life course;

Safer Food: tackling microbial and xenobiotic risks and ensuring the integrity and resilience of the food system; and;

Future Food: developing next-generation crops, ingredients, and dietary solutions that support sustainable and healthy diets.

We are now seeking an exceptional scientist with a proven record of high-impact research in **Microbes and Food Safety**, and the leadership and vision to drive this critical workstream within our evolving strategy.

This information pack provides further details about QIB, our research, and the Norwich Research Park. You can also explore more about our work and ambitions at www.quadram.ac.uk.

We look forward to your application and to the possibility of welcoming you to our community.

Professor Daniel Figeys
Director & Chief Executive,
Quadram Institute

Contents

Background	2
About Norwich Research Park	3
Vision and Values	4
About the Role - Microbes and Food Safety	5
Job and Person Profile	6
Our forward-looking Strategy	9
What we offer	10
How to apply	13

Norwich Research Park



Background

The vision for the Quadram Institute was developed in partnership between Quadram Institute Bioscience (QIB), the University of East Anglia (UEA), the Norfolk and Norwich University Hospital (NNUH) and the Biotechnology and Biological Sciences Research Council (BBSRC).

The vision combines excellent patient care and clinical research from the university hospital alongside the Quadram's scientific expertise in food, nutrition and health on the Norwich Research Park.

The Quadram Institute is the £75 million state-of-the-art food and health research and endoscopy centre in which the QIB is now based. It is at the forefront of the new interface between food science, gut biology and health, developing solutions to worldwide challenges in food-related disease and human health.

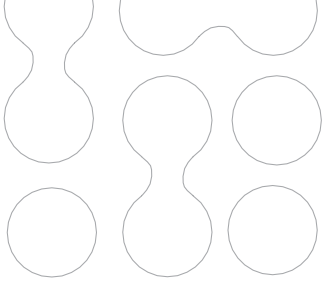
Based on the Norwich Research Park, the Institute leverages a world-class bioscience cluster and an extensive network of national and international collaborators to translate fundamental discoveries into tangible benefits for patients, consumers and society.

Our research themes expand on the research strengths from the Institute of Food Research (IFR), and on its long history of food research. Created in November 1986 the IFR became independent in 2011, and in April 2017 IFR evolved into Quadram Institute Bioscience as a first step towards realising the wider vision of the Quadram Institute.

The mission of the Quadram Institute is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age- associated diseases. Scientists and clinicians use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.

The future is exciting. The Quadram Institute building is home to Quadram Institute Bioscience, the Norfolk and Norwich University Hospitals gastrointestinal endoscopy centre and the Clinical Research Facility (CRF).





About Norwich Research Park

The Norwich Research Park, located just outside the historic city of Norwich, England, is a community of independent research organisations with world-leading science credentials.

The Norwich Research Park community consists of;

-  The Quadram Institute
-  The John Innes Centre
-  The University of East Anglia
-  The Sainsbury Laboratory
-  The Earlham Institute
-  The Norfolk and Norwich University Hospital

From the soil to our health, researchers across the Norwich Research Park are trying to solve huge global challenges: ensuring there is food security and safety for a growing population, preventing and treating diseases, and mitigating and adapting to the impacts of climate change.

The park also supports translational spin-out and start-up companies, and attracts investment from corporate organisations involved in science and technology from across the globe.

www.norwichresearchpark.com

Norwich is a vibrant city, often ranked as one of the very best places to live in the UK and is rich in arts, culture, music, nightlife, and tourism. It is within easy reach of the Norfolk Broads National Park, the UK's largest navigable man-made waterway.

The city boasts a Norman Cathedral, a 12th century Norman Castle and a medieval centre of cobbled streets. Norwich, the City of Stories, is the first city in England to be awarded UNESCO City of Literature status.

As a regional capital city, it is a significant cultural centre with stylish café bars, pubs, cinemas, theatres, restaurants, nightclubs, concerts, exhibitions and festivals. It is well linked to London and Cambridge by road and rail, and internationally via Norwich International Airport.



Vision and Values



Quadram Institute Bioscience (QIB) creates new interfaces between food science, gut biology, human health and disease, capitalising on the world-class bioscience cluster based at the Norwich Research Park. QIB scientists work alongside clinicians and work closely with major national and international funding bodies and charities, collaborators and investors to ensure translation of our fundamental science to benefit patients, consumers and wider society.

The mission of Quadram Institute Bioscience is to understand how food and the gut microbiota are linked to the promotion of health and the prevention of disease, with an emphasis on diet- and age-associated diseases. We use this knowledge to develop evidence-based strategies to maximise positive impacts of food on health, from early life to the extension of a healthy lifespan in old age and reduce the economic and societal costs of chronic diseases.

We can only achieve our mission if we create an environment in which everyone is valued, supported and has the opportunity to grow and contribute. Our values are central to our success and everything we do at Quadram Institute Bioscience:

People-Centred Impact

We measure success by healthier lives and empowered communities, ensuring our research delivers tangible benefits.

Inclusive Excellence

Diversity fuels discovery. We cultivate an environment where every voice is heard, every talent is nurtured, and respect is non-negotiable.

Trusted Integrity

Rigour, transparency, and ethics underpin our work, earning the confidence of patients, partners, and the public.

Collaborative Spirit

Breakthroughs happen together. We partner openly across disciplines, sectors, and borders to turn knowledge into real-world solutions.

Agile Innovation

We stay curious and responsive, adapting rapidly to emerging challenges while stewarding resources responsibly for future generations.

Our interdisciplinary research maximises the unique cluster of academic excellence and clinical expertise at the Norwich Research Park, working alongside the food and pharmaceutical industries on our core science programmes.

Quadram Institute

Group Leader (*Microbes and Food Safety*)

We are looking for an exceptional scientist with a research focus on ensuring food safety and security.

You will join other world class Principal Investigators and research scientists within the 'Microbes and Food Safety' research programme at the Quadram Institute. The priorities for this programme are to reduce enduring and emerging threats to the safety of UK food supplies. This includes not only microbial pathogens, but also food spoilage organisms, antimicrobial resistance, xenobiotics (chemical agents) that enter the food chain, and the wider microbial communities on foods and in food processing environments which can all impact human health. Our team have expertise that brings together excellence in imaging, microbiology, genomics, bioinformatics and mathematical modelling in understanding how bacteria thrive as communities across the food chain.

The Quadram Institute is a state-of-the-art facility based in Norwich. We are seeking to bring in a forward-thinking group leader who wants to develop their research programme, exploiting our considerable capabilities and helping to consolidate the Quadram Institute as a world leader in food safety and research. In the Microbes and Food Safety programme, our research spans three themes:

1. What and where are the microbial threats in the food chain?
2. What are the mechanisms of survival of microbial threats in the food chain?
3. How can we use this information to improve food safety and reduce food waste?

Applicants should have an excellent track record in an area of research that can address the key strategic aims of the programme. Successful candidates will have a good publication record and obvious potential for attracting funding commensurate for their career stage, and most importantly, have a clear vision for collaborative research to improve the safety and resiliency of our food supplies.

While core research will deliver against our strategic objectives and research themes, we expect the successful applicant to develop their broader portfolio of research through uplift funding. Collaboration is a core value at the Quadram Institute, and we encourage collaboration with other scientists in the institute and beyond, and with stakeholders in industry and government.

The post will be based at the £75m Quadram Institute, an interdisciplinary research institute at the forefront of a new era in food and health research. The institute provides outstanding and custom-built facilities which bring together medical and molecular microbiologists, epidemiologists, bioinformaticians and clinicians to deliver pioneering interdisciplinary research.

The Quadram Institute supports flexible, innovative working that brings together our scientists with partners co-located on the renowned Norwich Research Park including the University of East Anglia, the Norfolk and Norwich University Hospital, John Innes Centre, the Sainsbury Laboratory and the Earlham Institute. Our team are also members of the recently established Centre for Microbial Interactions, a virtual centre bringing together the more than 100 microbiology research groups working across the Park. Norwich, the City of Stories, is a magnificent medieval city that is rich in arts and sciences, while being a short distance from London (two hours by train).

The successful applicant will be offered an indefinite contract, or for applicants with less experience, a Career Track Group Leader position (5 year contract) with tenure subject to review. Positions come with a significant support package with an equivalent value up to £500,000, including a Postdoctoral Research Assistant, start-up package, budget for consumables and other research expenses, and access to core services such as genome sequencing and advanced microbial bioimaging. We offer an exciting, innovative and supportive research environment, competitive salaries (depending on qualifications and experience) and a great place to live – a relocation package is available.

Job and Person Profile for Group Leader Microbes and Food Safety



Main purpose of the job:

As part of our mission to reduce enduring and emerging threats to the safety of UK food supplies, we are looking to bring in a forward-thinking and team-focused group leader to help us deliver world-class research on how microbes evolve and survive as communities throughout the food chain. In the Microbes and Food Safety programme, our research spans three themes:

1. What and where are the microbial threats in the food chain?
2. What are the mechanisms of survival of microbial threats in the food chain?
3. How can we use this information to improve food safety and reduce food waste?

Working collaboratively with colleagues and stakeholders, the post holder will lead innovative research strategies and programmes to address these key questions.

Key relationships:

Internal: All employees working at the Quadram Institute, including QIB, UEA and NHS colleagues. NBI Partnership.

External: UKRI, BBSRC, Norwich Research Park, other scientific institutions and educational bodies, industry, governmental organisations, general public.

Main activities and responsibilities

- Lead and manage high profile and innovative projects focused on microbial pathogens, food spoilage organisms, antimicrobial resistance, xenobiotics, and/or the wider microbial communities on foods and in food processing environments – as self-contained projects or as part of broader institutional strategic programmes – that add to our knowledge and understanding of microbes in the food chain and deliver effective prevention and intervention strategies.
- Secure significant funding in accordance with the expectations of the discipline and level of the role
- Lead and manage research teams, taking responsibility for the delivery of the research. This will include supervising Post-Doctoral Research Assistants, supporting effective career development and maintaining high levels of performance representative of a world class institute.
- Write and publish high quality and significant research papers together with providing expert commentary in a variety of media.
- Promote a culture of world class science excellence, collaboration, and scientific integrity across the Institute
- Develop pertinent research strategies for the Institute to deliver high social and economic impact
- Promote our research and develop business opportunities for the Institute by liaising with and influencing government, industry and other external partners.
- Disseminate research findings and consolidate the Institute's international reputation through participation in international conference and exhibitions
- Other duties commensurate with the nature of the role.

Job and Person Profile for Group Leader Microbes and Food Safety



Education & Qualifications

PhD in a relevant subject (e.g., microbiology/molecular biology of microbes involved in the food chain, bioinformatics, microbial genetics)	Essential
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Specialist Knowledge & Skills

Extensive knowledge of topical areas related to food safety and security, such as microbial pathogens, food spoilage, antimicrobial resistance, impact of xenobiotics on food safety, or microbial communities across the food chain.	Essential
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Substantial knowledge of and skills in a relevant area, such as microbial imaging, microbial genomics/machine learning, or molecular genetics/biology, dependent on key area of interest	Essential
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A track record of research into subjects relevant to the key areas of interest and the Microbes and Food Safety strategic interests	Essential
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Relevant Experience

Experience in bacterial foodborne pathogens or spoilage organisms	Essential
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An excellent publication record in peer reviewed journals, commensurate with stage of career	Essential
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Established record of post-doctoral research, including effective management of projects	Essential
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Evidence of experience of – or potential for – attracting funding, commensurate with stage of career	Essential
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Experience of leading, managing and mentoring teams, including promoting excellence and developing and maintaining high levels of performance	Essential
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Ability to lead and participate in interdisciplinary research	Desirable
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Success in leading research and initiating interdisciplinary collaborations	Desirable
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Job and Person Profile for Group Leader Microbes and Food Safety



Interpersonal and communication skills

Strong collaboration skills	Essential
Ability to create, build, strengthen and sustain highly effective relationships with key stakeholders	Essential
Ability to communicate effectively and appropriately with all people at all levels both inside and outside the institute.	Essential

Additional requirements

Promotes equality and values diversity	Essential
Willingness to embrace the expected values and behaviours of all staff at the Institute, ensuring it is a great place to work	Essential
Presents a positive image of self and the Institute, enhancing international reputation and promoting public engagement	Essential
Ability to travel nationally and internationally related to collaborations and/or seminars	Essential

Our forward-looking Strategy

Advancing Healthy Living by Design

Quadram Institute Bioscience (QIB) was established with a clear vision — to understand how food and microbes interact to promote health and prevent disease. Today, QIB is entering a new and exciting phase of growth. Our focus is now defined through our impact-driven framework, *Healthy Living by Design*, which aims to promote lifelong health by decoding the complex relationships between food, nutrition, microbes, microbiomes, and human biology — and translating this into practical, innovative solutions in partnership with clinicians, industry, and policy leaders.

QIB's research responds directly to the UK's most pressing challenges:

- 📌 Rising rates of obesity and diet-related disease
- 📌 Increasing pressures on food systems from climate change, antimicrobial resistance, and global supply-chain fragility

As a BBSRC-funded National Capability, QIB provides a unique, integrated environment where multidisciplinary teams can collaborate across scales of bioscience and health research. We combine exceptional facilities within a single institute, including:

- 📌 Clinical research facilities and biorepositories
- 📌 Microbiome and organoid model systems
- 📌 Sequencing, bioinformatics, and advanced imaging platforms
- 📌 Food and metabolite analysis capabilities
- 📌 A GMP-level faecal microbiota transplant facility
- 📌 High-containment and translational laboratories

This infrastructure enables QIB to move seamlessly from fundamental discovery to application, impact, and policy influence.

Healthy Living by Design and the NI²SPs

QIB's next phase of scientific development will be delivered through new National and International Institute Strategic Programmes (NI²SPs). These interdisciplinary initiatives focus on three areas:

- 📌 Healthier Lives: Precision nutrition and microbiome interventions to prevent metabolic and age-related disease and support healthy growth and ageing.
- 📌 Safer Food: Predictive microbiology and interventions that protect food systems from pathogens, xenobiotics, spoilage, and antimicrobial resistance.
- 📌 Future Food: Predictive models and preclinical pipelines that ensure climate-resilient crops are safe, nutritious, and health-promoting.

Four organisational pillars — Frontier & Translational Science, Promotion of Health, Health Innovation, and People & Talent — underpin these programmes and connect discovery research with innovation, training, and impact.

Building Capability and Leadership

QIB is investing strategically in its scientific capability and leadership. Current priorities include:












- 📌 Expanding national and international partnerships
- 📌 Developing platforms in AI, bioinformatics, and data-driven science
- 📌 Establishing advanced clinical capabilities such as cryopreserved microbiome and tissue biobanking
- 📌 Growing training and development programmes for future bioscience leaders





A Distinctive Model for Impact

QIB's mission-driven structure brings together people, platforms, and partnerships in a dynamic environment designed to deliver translation and impact. In doing so QIB plays a central role in strengthening the UK's research infrastructure — improving health, ensuring food safety, and building a sustainable bioeconomy.

Why Join us?

We offer:

	Competitive salaries: We aim to attract, recruit, retain, engage and motivate a diverse, high calibre workforce that will support the Institutes in achieving their goals. We will value and reward all staff for what they contribute and achieve.
	Pensions: Employees can join our Aviva Group Personal Pension Plan from day one and benefit from a 10% employer contribution. We also operate a NEST pension scheme for auto-enrolment purposes and casual appointments.
	Life Assurance: As an active member of the Aviva Pension Scheme you would also benefit from life assurance. This provides a benefit of 3 times your basic salary in the event of death prior to retirement. This benefit is provided for you and the employer pays for it. In certain circumstances benefits are restricted and this would be advised accordingly in such circumstances.
	Annual Leave: 25 days on appointment, rising to 28 days, plus 10.5 Public and Privilege Days. Employees can also purchase up to 5 additional days' leave using our Annual Leave Purchase Scheme.
	A Voluntary Employee Benefits Scheme: My NBI Lifestyle offers discounts and cash back on travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities and other day to day spending. There are also discounts and special offers from local suppliers from time to time.
	Cycle to Work scheme: This enables employees to save on tax and national insurance contributions via a salary sacrifice scheme. You can also upgrade your existing bike.
	An Employee Assistance Programme: 24/7 access to a telephone counselling and information line, as well as online counselling, webinars and articles.
	Benenden Healthcare: voluntary healthcare and wellbeing benefits.
	Learning and Development: A wide range of courses and learning resources are available for staff.
	Chestnut Nursery School: The Chestnut Nursery School is facility for on-site childcare for babies, toddlers and young children (0-5 years old).
	Catering: We have a number of on-site catering facilities, offering hot and cold food and drinks.

	<p>Car Park: There is car parking available for staff and visitors on site.</p>
	<p>Recreation: As well as providing access to an outdoor swimming pool and sports hall/squash courts, regular events to entertain people working at the Norwich Research Park and their families are held throughout the year.</p>
	<p>Family/Dependent Support Fund: The Family/Dependent Support Fund provides some financial support for staff who wish to attend conferences, networking events, workshops and professional development opportunities but who have child care or dependent responsibilities which may make this difficult.</p>
	<p>A commitment to wellbeing.</p>

How to apply:

Interested applicants are invited to submit a description of:

- (i) current research activities and
- (ii) short and longer-term research aims and potential strategic goals (~2-3 pages).

Please combine this with your CV together with a cover letter stating what motivates you to apply for a Group Leader position at QIB.

Completed applications should be submitted via email to QIB@mcleanpartnership.com.

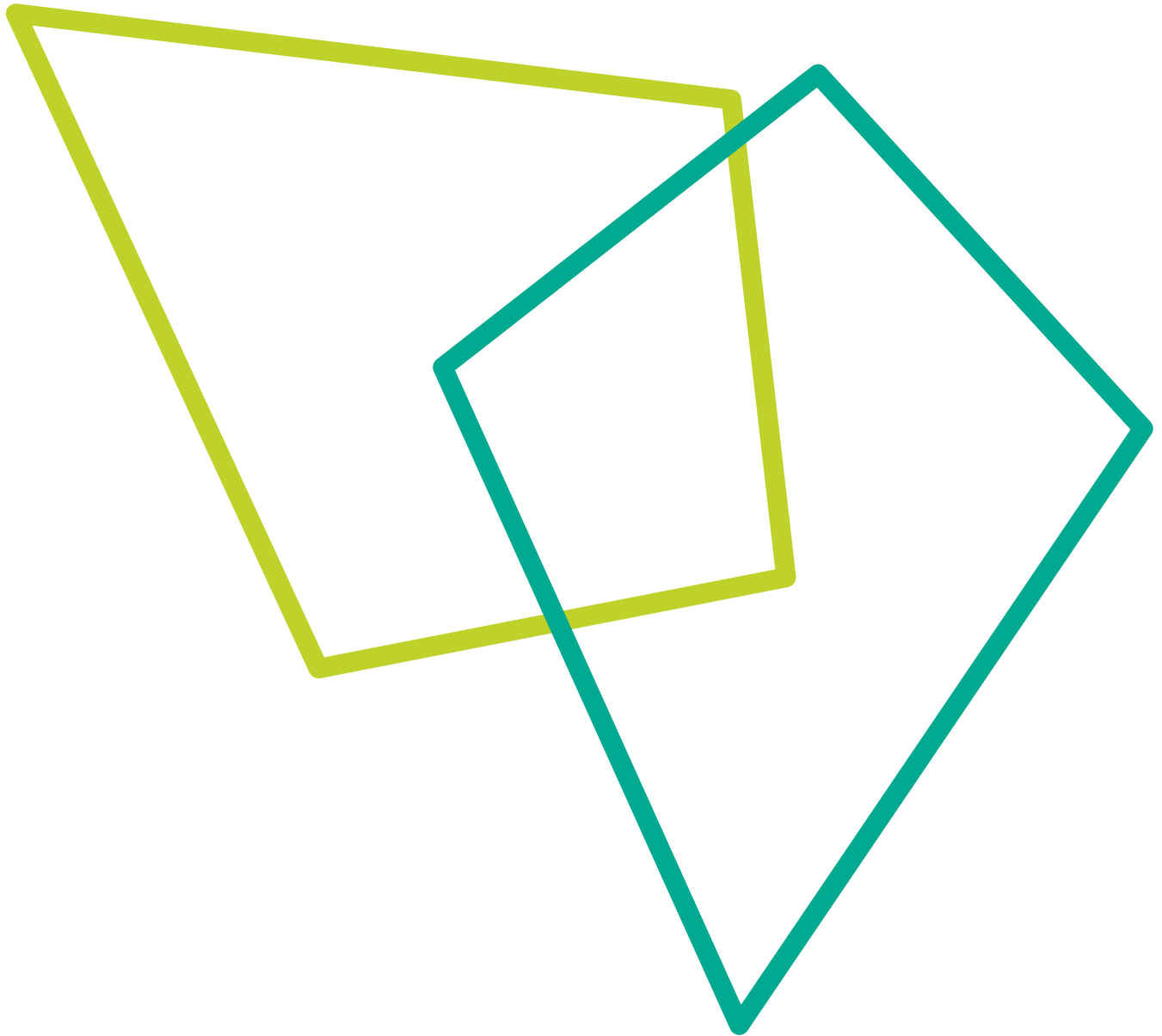


MCLEAN
Partnership

The McLean Partnership has been engaged by QIB to support this recruitment. For an informal discussion about the position, please contact Dr Graham Little or Lauren Copland via email at QIB@mcleanpartnership.com.

At QIB we are committed to equality, diversity and inclusion. We value the diversity of our staff and are committed to creating a positive environment, one that is fair, welcoming and inclusive, and where everyone is treated with dignity and respect. Please let us know if you need any adjustments made to the application or selection process so you can do your best.

For more details of our commitment to Equality, Diversity and Inclusion, see our website [Equality, Diversity and Inclusion - Quadram Institute](#)



If you are interested in working at the Quadram Institute please register your interest by emailing nbi.recruitment@nbi.ac.uk

All commercial enquiries should be sent to business.development@quadram.ac.uk

For all other information or queries please email info@quadram.ac.uk

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