ICR The Institute of Cancer Research

Research Group Leader

The Institute of Cancer Research Clinical Trials and Statistics Unit (ICR-CTSU)

June 2025

The Institute of Cancer Research

About our organisation

We are one of the world's most influential cancer research institutes, with a distinguished legacy spanning over a century in pioneering drug discovery and advancing precision radiotherapy. Together with our hospital partner, The Royal Marsden, we are rated in the top four centres for cancer research and treatment worldwide.

As well as being a world-class institute, we are a college of the University of London. We are consistently in the top performing universities in the league table of university research quality compiled from the Research Excellence Framework (REF 2014 & 2021). We have charitable status and rely on support from partner organisations, charities, donors and the general public.

We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

The Clinical Trials and Statistics Unit (ICR-CTSU)

Under the Directorship of Professor Emma Hall, the ICR-CTSU is an internationally recognised, methodologist-led academic clinical trials unit (CTU), with over 30 years' experience in the design, conduct and analysis of cancer clinical trials. ICR-CTSU receives programmatic core funding from Cancer Research UK and is a UK Clinical Research Collaborative Registered CTU.

ICR-CTSU translates cutting-edge science into quality clinical trials that can transform cancer care, by:

- Leading patient-centred trials of smarter, kinder therapies that treat cancer more precisely
- Transforming how we design and conduct trials with innovations in trial methodology
- Learning as much as we can with integrated translational research and data science
- Championing purposeful and inclusive patient and public involvement
- Embedding research to improve the sustainability of our trials
- Supporting interdisciplinary training to empower the next generation of trialists

ICR The Institute of Cancer Research

ICR-CTSU's portfolio of national and international phase II and III trials covers a wide range of disease sites from common cancers (e.g. breast, prostate, lung) through to rarer malignancies (e.g. ovarian, testicular, penile). Our expertise in intervention assessment includes novel targeted drugs and immunotherapy, hormonal therapies and chemotherapy, radiotherapy (including advanced targeted technologies), drug-drug and drug-radiotherapy combinations, imaging technologies and diagnostics/companion diagnostics. Our cross-cutting Integrative Genomic Analysis team facilitates interrogation of the wealth of emerging trial data to further understand mechanisms of action and markers of treatment sensitivity or resistance and to translate novel diagnostic, prognostic and therapeutic strategies into clinically relevant biomarker-driven trial designs. Our Early Phase and Adaptive Trials team provide methodology leadership to an expanding number of early phase trials.

Recent publications highlighting the breadth and impact of our portfolio include:

- PACE: radiotherapy in five larger daily doses is as good as the standard 4-week therapy for patients with low/favourable intermediate risk prostate cancer (New Engl J Med 2024); the most recent of our long-standing portfolio of phase III radiotherapy trials to report practice changing results.
- plasmaMATCH: pioneering evidence to support the use of liquid biopsy ctDNA mutation detection to inform targeted treatment selection for breast cancer patients thus avoiding the need for invasive tumour biopsies (Lancet Oncol 2020).
- POUT: adjuvant chemotherapy improves outcomes for patients with upper tract urothelial cancer (J Clin Oncol 2024)
- NICAM: a phase II study demonstrating activity of nilotinib in a rare form of melanoma with a mutation in the *KIT* gene (Cell Rep Med 2024).

Our methodology work includes the DEFINE study - SPIRIT and CONSORT extensions for early phase dose-finding trials – to enhance transparency and reproducibility for trial protocols and reports (BMJ 2023; BMJ 2023), a review of clinical trial designs for evaluating and exploiting cancer evolution (Canc Treat Rev 2023) and use of routine collected data as an alternative to hospital based follow-up (preprint).

We are a multi-disciplinary CTU, with more than 90 staff including statisticians/methodologists, clinical trial programme management, trial management, data management, research IT programming and administrative support staff. We are based at ICR's Sutton site.

We have over 75 multi-centre trials in set up, open to recruitment, or in active or long-term follow-up. Our senior management team hold leadership roles shaping clinical research at the local, national and international level.

Our mission is to make the discoveries that defeat cancer.

Further information is available at:

ICR www.icr.ac.uk | **Facebook** www.facebook.com/theinstituteofcancerresearch

ICR-CTSU www.icr.ac.uk/research-and-discoveries/centres-and-strategic-collaborations/clinical-trials-and-statistics-unit-icr-ctsu | **Bluesky** @icr-ctsu.bsky.social

Research Group Leader

The Institute of Cancer Research Clinical Trials and Statistics Unit (ICR-CTSU)

Job description

Department / division:	Division of Clinical Studies, Clinical Trials and Statistics Unit (ICR-CTSU)
Pay grade / staff group:	Career Faculty/Career Development Faculty
Hours / duration:	Full time (35 hours per week), Monday to Friday.
Reports to:	Professor Emma Hall, Director of ICR-CTSU
Location:	Sutton

Duties and responsibilities:

Statistical Leadership

- Lead a research team in the design, conduct and analysis of clinical trials consistent with ICR-CTSU's research strategy.
    - As an ICR-CTSU Methodology Lead, have a key role in defining the study question, overseeing development of statistically efficient trial designs, including novel considerations to trial design and endpoint evaluation as required;
    - Liaise with scientists collaborating on associated studies (e.g. predictive biomarker studies, imaging studies) contributing to development of associated protocols and grant proposals;
    - Have overall responsibility for interim and final statistical analyses.
    - Prepare results for presentation and publication in learned journals and at national and international conferences.
- Assist the ICR-CTSU Director in the delivery of ICR-CTSU's strategy including that covered by the ICR-CTSU's CRUK programme grant.
- Obtain additional funding for appropriate research areas through writing proposals for clinical trial project grants, trials methodology project/programme grants, PhD studentships, or through the engagement of external commercial partners.
- Lead statistical / clinical trial methodology collaborations with academic and commercial partners.
- Motivate, supervise, train and mentor members of the team, including statisticians, and PhD students in support of their professional development as independent researchers.

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Scientific Innovation

- With statistical colleagues, develop novel or modify existing statistical methodology as required for design and analysis challenges. This may include own research or collaboration with others with similar interests (e.g. through the Medical Research Council Hubs for Trials Methodology Research Network or the UKCRC Registered Clinical Trials Units) to develop professional specialism.
- Explore opportunities for secondary analyses using ICR-CTSU-held trial data-sets. This may include supervision of MSc, MD or PhD projects.
- Explore opportunities for appropriate analysis of data from similar studies to enable systematic overview or meta-analysis.
- Undertake and disseminate associated methodology research / development work within the framework of the wider research group and The Centre for Trials and Population Data Science Research.

Continued Professional Development

- Enhance professional development by contributing to relevant research meetings.
- Contribute to academic peer review process for journals and/or grant giving bodies and/or to the activities of professional societies.
- Keep abreast of developments in relevant statistical fields through literature review and conference/meeting attendance e.g. meetings of the Royal Statistical Society, International Society for Clinical Biostatistics, UKCRC Registered CTU Statisticians.
- Keep abreast of developments in relevant clinical / therapeutic fields e.g. through literature review and attendance at key oncology/scientific conferences.

Duties within the wider institutional context

- Contribute to ICR clinical research governance committees and initiatives as required.
- Contribute to review and development of relevant standard operating procedures to ensure and promote best practice.
- Adhere to relevant standard operating procedures and work within the guidelines laid out by the ICR-CTSU Quality Management System.

• Occasionally, provide consulting advice to clinical and scientific colleagues and lecture on undergraduate, postgraduate medical and nursing courses.
• Enthusiastically advocate excellence in good statistical practice enabling compliance with ICR and national regulations on clinical trials.
• Undertake other such academic, administrative, and managerial duties that are reasonably expected of a Group Leader within ICR-CTSU and The Division of Clinical Studies.

General

All staff must ensure that they familiarise themselves with and adhere to any ICR policies that are relevant to their work and that all personal and sensitive personal data is treated with the utmost confidentiality and in line with the General Data Protection Regulations
Any other duties that are consistent with the nature and grade of the post that may be required.
To work in accordance with the ICR's Values.
To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or development.

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Person specification

Education

Higher degree (MSc or PhD) in medical statistics/biostatistics or an allied field (e.g. public health, epidemiology, data science) with relevant work experience	Essential
A sound understanding of the concept of all phases of clinical trials	Essential
A good grasp of the scientific background to clinical trials	Essential
A broad understanding of cancer research	Essential
Knowledge of Good Clinical Practice, the EU Clinical Trials Directive, Research Governance Framework, ICH Statistical Principles for Clinical Trials, and General Data Protection Regulation	Essential

Key Requirments

Significant experience as a clinical trials, medical or bio-statistician within the academic or commercial sector	Essential
A desire to apply existing and novel statistical methods to the requirements of a diverse range of statistical problems	Essential
Ability to generate research funds through grant applications	Essential
Ability to lead a Clinical Trials Unit based research group	Essential
Evidence of intellectual leadership	Essential for appointment at Career Faculty level
Evidence of direct involvement in the oversight and statistical leadership of clinical trials	Essential for appointment at Career Faculty level
Evidence of innovation and a research interest in statistical clinical trial or closely related methodology (e.g. early phase trial design, biomarker-driven designs, enrichment designs, analysis of quality of life data, methods for evaluating rapidly changing technologies, Bayesian methods, dose-response modelling, genomics analysis, artificial intelligence/machine learning, data science).	Essential for appointment at Career Faculty level

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Benefits

We offer a fantastic working environment, great opportunities for career development and the chance to make a real difference to defeat cancer. We aim to recruit and develop the best – the most outstanding scientists and clinicians, and the most talented professional and administrative staff.

The annual leave entitlement for full time employees is 28 days per annum on joining. This will increase by a further day after 2 years' and 5 years' service. All staff receive an additional three days at Christmas.

Staff membership to the Universities Superannuation Scheme (USS) is available. The USS is a defined benefit scheme and provides a highly competitive pension scheme with robust benefits. The rate of contributions is determined by USS and details of the costs and benefits of this scheme can be found on their website. If staff are transferring from the NHS, they can opt to remain members of the NHS Pension Scheme.

We offer a range of family friendly benefits such as flexible working, a parents' group, and a maternity mentoring scheme. Other great benefits include interest free loans for discounted season tickets for travel and bicycle purchases, access to the NHS discounts website, a free and confidential Employee Assistance Programme which offers a range of well-being, financial and legal advice services, two staff restaurants, and access to a gym and sporting facilities at our Sutton site.

Further information

You may contact Professor Emma Hall for further information by emailing Emma.Hall@icr.ac.uk. This job description is a reflection of the current position and is subject to review and alteration in detail and emphasis in the light of future changes or developments.

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Our values

The ICR has a highly skilled and committed workforce, with a wide variety of roles, each requiring different skills. But whether you work as a researcher, or work as part of our corporate team, your work and behaviour is underpinned by these six values. They are what bring us together as one team - as 'One ICR'.

Pursuing excellence

We aspire to excellence in everything we do, and aim to be leaders in our field.

Acting with Integrity

We promote an open and honest environment that gives credit and acknowledges mistakes, so that our actions stand up to scrutiny.

Valuing all our people

We value the contribution of all our people, help them reach their full potential, and treat everyone with kindness and respect.

Working together

We collaborate with colleagues and partners to bring together different skills, resources and perspectives.

Leading innovation

We do things differently in ways that no one else has done before, and share the expertise and learning we gain.

Making a difference

We all play our part, doing a little bit more, a little bit better, to help improve the lives of people with cancer.

Our values set out how each of us at the ICR, works together to meet our mission – to make the discoveries that defeat cancer. *They summarise our desired behaviours, attitudes and culture – how we value one another and how we take pride in the work we do, to deliver impact for people with cancer and their loved ones."*

Professor Kristian Helin
Chief Executive