



UNIVERSITY OF  
OXFORD

THE  
CAREERS  
SERVICE

*A day for exploring roles beyond  
academia and routes towards them*

# CAREERS CONFERENCE FOR RESEARCHERS

**20 March 2019**

**MANOR ROAD, SOCIAL SCIENCES  
BUILDING, OX1 3UQ**

**9:30 – 17:00**

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# WELCOME

Welcome to our Careers Conference for Researchers 2019. This event has been codesigned by members of Oxford's researcher community and the Oxford University Careers Service as an opportunity for you to reflect on your career development and explore horizons beyond academia.

Today you will hear from many people whose experiences have much to offer. We encourage you to be open-minded about the possibilities ahead and to ask lots of questions. Quiz your panel speakers about the steps they took to get their job, talk to employers about their organisation's key aims or the skill sets they're looking for, and think out of the box about your options.

ABOVE ALL, HAVE FUN,  
Jonathan Black, Rachel Bray, Rebecca Ehata  
and the Oxford University Careers Service

## OPENING PLENARY - SPEAKERS

### Gill Aitken

Gill Aitken CB joined Oxford's senior leadership as Registrar in 2018, a role that includes responsibility for the professional development of University staff and strategic policy advice to the Vice-Chancellor and Council. Prior to this she spent 25 years as a civil servant in Whitehall leading legal and corporate teams and serving on the Boards of several Ministries, most recently as General Counsel at HMRC. In her Civil Service roles, much of Gill's work focused on leadership development in her teams and supporting change management processes across organisations. Gill read Philosophy and Theology at St Hugh's where she is now a Fellow.

### David Gavaghan

David Gavaghan is a Professor of Computational Biology in the Computer Science Department. He has recently been appointed as the first University Advocate for Research Staff Development to support the priority in the University Strategic Plan 2018-2023 around early-career researchers and research staff. David has extensive experience of developing the academic and professional skills of researchers across the university, including as Director of the Graduate School in the MPLS Division, and chairing the University's Research Staff Development Forum.

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# MORNING PANEL OUTLINES AND SPEAKER BIOS

Please note that the talks from the morning panels will be made available in the coming weeks as podcasts on [www.careers.ox.ac.uk](http://www.careers.ox.ac.uk)

## 1A: POLICY ROLES IN THE PUBLIC AND PRIVATE SECTOR

Policy roles exist within a wide variety of organisations in the public and private sectors, and job descriptions for such roles often list an extensive range of responsibilities. So what are the key skills and experience required to secure and develop a career in policy? Our panel speakers offer a diverse set of personal insights into career paths in this sector.

### **Ben Bleasdale**

I completed a PhD in Virology at Imperial College in 2013, focused on imaging the assembly process of new viruses in infected cells. As part of my PhD programme, I was able to spend 3 months on a science policy internship at the Academy of Medical Sciences in London. Based on this experience, I chose to move into a policy career and have since worked for the Medical Research Council, Academy of Medical Sciences, and most recently as a Policy Adviser at the Wellcome Trust. My job involves monitoring the factors which support good science – from Government investment, to infrastructure and research culture – and working to inform political decisions which affect these issues. While I do occasionally pine for an ultramicrotome and “hands on” work, I enjoy the opportunity to get involved in big issues of the day such as Brexit, and the chance to work face-to-face with Members of Parliament and Civil Servants.

### **Iliana Cardenes**

Iliana is a policy consultant specializing in water and climate change policy and security, water resources management, and disaster risk management at Oxford Policy Management. She obtained a DPhil at the University of Oxford's Environmental Change Institute. She carried out her undergraduate degree at the School of Civil Engineering and the Environment at the University of Southampton, graduating from the MEnvSci (Hons) in Environmental Sciences. She carried out her Masters in Climate Science and Policy at Columbia University's Earth Institute in New York City, where she also worked as a Research Assistant for both the Columbia Climate Centre, and the Centre for International Earth Science Information Network (CIESIN).

Prior to starting her doctoral studies, Iliana worked in the Environmental Statistics department at the United Nations Department of Economic and Social Affairs (UN DESA) in New York City, and at the Environment Directorate of the European Commission in Brussels, and was then appointed as a senior consultant for the United Nations Development Programme (UNDP) in Mexico City, where she worked directly with the Mexican Environment Ministry.

### **Jack Lovell**

I studied Economics and Management at Oxford, graduating in 2016. I then did a Masters in Social Policy at LSE before joining the Government Economic Service in 2017.

My first role was at the Ministry for Housing, Communities and Local Government as a housing market analyst. There I worked on a range of policies including Help to Buy, the commitment to build 300,000 homes a year, and Stamp Duty.

For the last six months I have been at the Department for Environment, Food and Rural Affairs. Here I have been focusing on preparations for a no deal exit from the EU.

Keen to apply your scientific knowledge and make a practical contribution? Come and hear about the daily working lives and career steps of three scientists working within, or alongside, business and the public sector.

### Siobhan Dennis

Siobhan is Industry Partnerships Manager in the Medical Sciences Business Development & Industry Partnering team, University of Oxford. She joined two years ago and is responsible for the Alliance Management of the Novo Nordisk relationship and developing relationships with various pharma and healthcare companies (e.g. General Electric and Ono Pharma), specialising in co-location of industry-academic institutes and large strategic relationships.

After obtaining her PhD in Neuroscience at Bristol University (2011), Siobhan moved out of academia into industry. She began with a postdoc in early phase drug discovery for Eli Lilly followed by lab-based R&D working on pre-clinical project development. Her next post was Alliance Manager within the industrial R&D sector concentrating on academic relations and collaborations throughout the EU. She gained experience in early phase digital R&D project development for medical applications, including exploring business models, planning market research and incorporating user experience design into early phase ideas and Proof of Concept. Siobhan retains a strong interest in academic research and misses being able to take her own ideas forward. She loves both the variety of people and science in her current role, plus her ability to contribute to the translation of ideas into medical and healthcare solutions.

### Frances Medaney

I am Programme Manager for the Global Challenges Research Fund at UK Research and Innovation BBSRC, a fund supporting research addressing the challenges faced by developing countries.

My PhD was in molecular microbial ecology and evolution at the Royal Holloway, University of London (2015). Having submitted my thesis (but before my viva!), I started work as Development Scientist in a small biotech company, developing molecular diagnostics for sepsis. After two and a half years in R&D, I decided to try university postdoc work and took up the role of Research Associate at the University of Cambridge. I quickly realised that university research was no longer right for me, and so I joined UKRI BBSRC in November 2017.

I love my current job for the very collaborative way in which I work, including talking to lots of interesting people who are passionate about their research. The thing I miss about the university environment is the camaraderie of my former lab group, and the joy of a positive result!

### Jonny Page

During my DPhil at Oxford University, entitled 'The Biomechanics of the Dipteran Wing Hinge', I studied the mechanisms through which flies control their wing movements during flight. After my viva in November 2018, I began full time work at Animal Dynamics in my role as Flight Systems Researcher. In this position, I design, build and test flight mechanisms which are implemented in bio-inspired micro air vehicles. Comparing this to my DPhil, I do miss the flexibility of time and tasks that's afforded by independent research, but I really enjoy the more practical, applied aspects of my current role.

If working in a creative environment is a central tenet of your career aspirations, make sure you come to this panel. Hear about routes into the sector and the experiences of our three panellists, who have worked in a number of industries and roles. Get tips on getting a foothold in the creative sector and learn which skills and 'added extras' will make you stand out in this competitive arena.

### Michelle Castelletti

Dr Michelle Castelletti is Director of Oxford Festival of the Arts. She was Artistic Director of the Malta International Arts Festival with a remit to lead towards European Capital of Culture. Previously AD of the Royal Northern College of Music, Michelle is a conductor, composer and interdisciplinary artist with a passion for cross-Art and site-specific curation. She has created significant national and international partnerships and has been on several jury panels, including British Composer Awards, European Capital of Culture and Venice Biennale. Her projects have received 5\* reviews and awards, one of the most prestigious being the Times Higher Education Award for Excellence and Innovation in the Arts.

Michelle feels privileged to have worked with exceptional artists in her life. Performances coming up next include "Sacred Utterances" – an interdisciplinary evening with the Malta Philharmonic Orchestra, and Mozart's L'Impresario in a splendid c-18th theatre. She is on the Board of Directors of the Incorporated Society of Musicians, Trustee of the ISM Trust and of ORA Singers, Governor on the Board of the Conservatoire for Dance and Drama and Fellow of the Royal Society of Arts. Michelle is published by Universal Edition Vienna and recorded by BIS RECORDS and ARS PRODUKTION.

### Sarah Hilliam

Sarah Hilliam is Deputy Director of Development at the Royal Academy of Arts. She has over a decade's experience in arts development, devising campaigns for both large and small-scale institutions. Since joining the Royal Academy in 2014, she has overseen the largest campaign in the Academy's history to redevelop Burlington Gardens, as well as establishing its International and Architecture Patrons Programmes. She is responsible for the RA's Patrons, legacy, and public giving programmes as well as development research. Sarah previously held positions at Art UK, Bonhams and Watts Gallery. She is a Trustee of Art360 Foundation, and holds an MA Hons in Art History and International Relations, and an MLitt in Museology from the University of St Andrews.

### Lauren Spiceley

Among other roles Lauren is currently Producer Programmer for Oxford Contemporary Music. She graduated from Oxford University in 2014 with a First Class undergraduate degree in Music, in which she focussed on ethnographic research exploring the impact of venue and space on live music experiences. She stayed in Oxford, working as International Links and City Events Coordinator for Oxford City Council as well as becoming part of the core team of the Tandem Collective, an organisation aiming to create positive social & environmental action through the arts. Tandem Collective's key projects include Tandem Festival and Ethno England, an international exchange residency for young folk and traditional musicians. The programme aims to use music to bridge cultural barriers and to keep alive global cultural heritage amongst youth. Lauren also works as a musician, music workshop facilitator and teacher alongside her work managing events and projects.

Data scientists and people with applied Maths skills are in demand across sectors including retail, academia, scientific research, IT and finance. Roles and responsibilities vary, and researchers with the right technical aptitudes and interests will find a huge range of career opportunities open to them. Our panellists will share insights based on their professional experience and answer your questions on the day-to-day realities of developing a career in these sectors.

### **Karen Bunting**

Karen Bunting joined Ipsen Bioinnovation as Director of Protein Sciences in 2018. Prior to working at Ipsen, Karen was a Science Director at Alumedix Ltd, formerly Novozymes Biopharma UK, heading the Molecular Biology and Fermentation Department in R&D. Previously, she led a research team as a Wellcome Trust Career Development Fellow at the Institute of Genetics, University of Nottingham, following on from post-doctoral work at the Institute of Cancer Research in London. She obtained a BSc in Microbiology from Imperial College, London and carried out her PhD studies jointly between the Crystallography Department at Birkbeck College, London and the Department of Medical Microbiology, Imperial College Medical School. Karen has 20 years' experience in the field of structural biology and the engineering of proteins, protein-protein and protein-DNA complexes, from protein design through molecule production to characterisation.

### **Deepak Mahtani**

I graduated from my PhD in Astrophysics at Keele University in January 2016. After graduating, I participated in the Science to Data Science (S2DS) bootcamp in March 2016. I then went on to work as an insight analyst, and now I am a data scientist and community manager at Pivigo. My role involves giving talks about careers in data science to postgraduates, mentoring on the Science to Data Science bootcamp, and doing in-house data science for Pivigo. The part about my job that I love most is being able to help people, whether that's giving postgraduates the advice I wish I had received when I was an academic or mentoring them through the bootcamp. I was very fortunate to study for my PhD in very green surroundings, and that is something I do miss.

### **Helen Ou**

Helen received her PhD in Electrical Engineering from the University of Hawaii at Manoa in 2009. She is a CFA charter holder since 2017. Her research expertise includes machine learning and pattern recognition. Currently, Helen is a Senior Quantitative Researcher, and the head of Quantitative Recruitment at SIG. In her PhD thesis, she developed a non-intrusive target identification solution to classify underwater explosives through passive sonar signals. She worked as a marine mammal signal processing researcher at the Hawaii Institute of Marine Biology. While she enjoyed working in the university environment, she found it more suitable to her skills working in a fast-paced and ever-evolving industry.

Since joining SIG in 2013, Helen's research focus includes quantitative trading, risk monitoring, and optimisation. Helen enjoys finding patterns and anomalies in financial data. Developing automated classifications on financial data is a challenging task, however, she finds it a rewarding experience when she can see her work making an impact in trading.

Join this panel to find out more about a career as an economist in industry. We will be joined by three panelists who have a wonderfully diverse range of backgrounds and experience and currently work across the private and public sector.

### **Kristofer Hammarbäck**

I completed a DPhil in Economics at Oxford in June 2018. In my doctoral research I focused on various areas within industrial organisation, including both theoretical and empirical research. I joined Compass Lexecon as an Economist in the competition policy practice right after completing my doctorate. In my work at Compass Lexecon I analyse issues relating to competition policy, including the analysis of mergers, cartels, abuse of dominance cases and damages assessments. I enjoy the ability to apply academic economics in a practical setting and really get the opportunity to use the skills I developed in my doctorate. It is also very stimulating to have much more frequent interaction with colleagues than happens in academia. From academia I miss the complete freedom to take my research in the direction I wish, while at the same time I enjoy the discipline that comes with the need to produce timely output in consulting.

### **Arina Nikandrova**

Arina holds PhD from the University of Cambridge. In her PhD thesis Arina specialised in theoretical microeconomics, with particular focus on repeated games and information acquisition in games. She defended her thesis entitled "The Role of Information in Games" in December 2009. Upon completing her PhD, for two years Arina worked at Competition Policy and Antitrust Practice of NERA Economic Consulting and then joined the Department of Economics, Mathematics and Statistics at Birkbeck, University of London, as a Lecturer in Economics. Arina continued to combine an academic position with some economic consulting and for several years acted as an external academic adviser at RBB Economics. In the course of her career in economic consulting, Arina has advised on a wide range of competition issues covering horizontal mergers, auction appraisal, and abuse of dominance enquiries. As an academic, Arina published in academic journals including 'Journal of Economic Theory' and 'Theoretical Economics'. Currently, Arina combines the academic appointment at Birkbeck with a part time position as a Senior Associate at Ofcom. Arina likes the collaborative environment at Ofcom, but wishes there was more time to do proper equilibrium analysis.

### **Sarah Venables**

I obtained a PhD in Economics from MIT in 2013, focussing on communication games and incentives within organisations. I am currently a Senior Adviser in the Financial Stability Strategy and Risk area of the Bank of England, where I lead high priority cross-divisional projects across a range of macro-financial issues, in order to inform policy and the decisions of the FPC. Prior to joining the Bank, I was an Assistant Director at Deloitte Economic Consulting, advising public and private sector clients on a range of economic issues, from fiscal policy, to macro-economic forecasting, to stress-testing and credit risk.

In both of these roles, I have enjoyed the variety of the work and the opportunity to see an immediate impact from my work. However, I sometimes miss the ability to pursue the ideas that interest me most and to take work in different directions.

## 2A: RESEARCH-RELATED ROLES IN UNIVERSITIES

Chaired by Stephen Conway, Oxford's Director of Research Services, this panel will give you a sense of the broad range of opportunities to further research goals within broader teams working across this and other universities' interfaces between academia, policy, business and public engagement.

### **Chris Barkus**

Chris received his DPhil in Experimental Psychology in 2010 from the University of Oxford then held several post-doctoral positions here and in collaboration with groups in London and Vancouver. In June 2018, Chris left academia to start in his current role with the NC3Rs as Regional Programme Manager for Oxford. The aim of this role is to facilitate the implementation of the 3Rs in research conducted within the University. This involves disseminating information, organising workshops and symposia, and supporting grant applications to the NC3Rs and other funding bodies, as well as being a part of the ethical review process. The role involves chatting to researchers about their work and Chris enjoys hearing about the advancements made, but will always miss being the one doing the lab work!

### **Gemma Swiers**

I finished my PhD in developmental genetics at the University of Nottingham in June 2008. At the same time, I started my first (real) postdoc at the University of Oxford in the WIMM where I investigated how blood stem cells are born in the developing embryo. After almost three years, I was a co-applicant for further funding for postdoctoral research in the same lab in Oxford. In total I spent almost 7 years as a postdoc before moving into Research Services at the University of Oxford.

I am currently a senior research contract specialist, having been promoted from a research contracts specialist almost 2 years ago. I am responsible for negotiating research-related agreements for several departments in the Medical Sciences division ensuring that the agreements fit with University, funder and legal requirements. The best bit about this role is the exposure I have to a wide variety of research ongoing at the University – it has broadened my horizons massively. The thing I miss about being a postdoc is the academic freedom of your own research and the related intellectual discussions.

### **Harriet Warburton**

I am Research and Impact Manager at Oxford University Gardens, Libraries, and Museums. Following my PhD in Animal Behaviour and Welfare at the University of Bristol (2000), I did two postdocs at Oxford's Department of Zoology on the behaviour and welfare of farmed mink. I then joined the BBSRC as Programme Manager, Animal Sciences and Healthy Organism Strategy. My subsequent roles include Higher Scientific Officer, Animal Welfare team, DEFRA and Programme Manager; first at NC3Rs, then at the MRC. I also had a part-time role as Science Club Officer for Science Oxford.

I love my role in the museums, gardens, and libraries: working with a great team of people who really care about creating an amazing informal learning environment for our community, and whilst doing so, learning a huge amount myself. I miss fully 'owning' a project. I mostly work on other people's projects now, working as part of a big team to deliver projects together (which I do enjoy). But I miss the planning, conducting, analysing, and disseminating of my own ideas, experiments and findings.

### **Michele Warren**

Michele Warren is the Strategic Bids Manager in the Medical Sciences Division at Oxford, coordinating major applications for research funding and the Division's submissions to the Research Excellence Framework (REF2021). She did her PhD in computational physics at the University of Edinburgh, graduating in 1997, then held a 3-year postdoc in earth sciences at Cambridge. In 2000 she took up a research fellowship at Manchester from which she progressed to a lectureship that gave her a number of usefully diverse experiences. In 2008 she changed career direction by moving to a Research Facilitator position at Oxford, which led to running the research grants team in the Department of Physics from 2014 to 2018. She enjoys having challenges that still involve solving difficult problems but now are less about reaching a single answer and more about balancing a number of needs, expectations and risks.

## 2B: CAREERS BEYOND THE OBVIOUS FOR SCIENTISTS

Are you wondering what else might be out there, or that you could create? In this panel we will hear from three people with science backgrounds who have expanded their interests to find fulfilling roles that span disciplines and sectors.

### **Mark Mann**

My current role is Innovation Lead, Humanities and Social Sciences at Oxford University Innovation (OUI). I lead the commercialisation of humanities and social sciences research, and coordinate social enterprise creation from research across this University.

I was yet to complete my PhD (Electrical Engineering, University of Cambridge, 2008) when I started working as a postdoc at Cambridge researching thin film technology and nanotechnology. In 2010 I joined the BBC Research & Development team, first as a Technologist focusing on visual processing research and generating new user experiences; then as a Technology Transfer Manager, commercializing the research outputs of the BBC. I joined OUI in 2015, originally focusing on software and engineering research. I gradually moved over to Humanities and Social Sciences as no one else was doing it.

I have loved the freedom and autonomy that my present role brings. The job I have now I effectively generated myself, but wouldn't have been able to do so without strong support from University management which has been wonderful. The only thing I miss about being a researcher is the teaching, but as I am now doing new things which are surprisingly rare across the world, I've started teaching and training again through my profession's organising body.

### **Maru Mormina**

As Senior Researcher and Global Development Ethics Advisor, Maru is responsible for the development and leadership of an ethics advice and support programme for researchers from across the University working in low and middle income settings, and a complementary programme of global ethics research.

Trained in both the life and the social sciences (PhD in Evolutionary Genetics, University of Leeds, 2007), Maru started her career as a population geneticist, holding academic appointments at Cambridge and UEA. There, she researched patterns of migration, admixture and adaptation in prehistoric and contemporary populations, particularly in East Asia and South America. This work exposed her to the ethical challenges of conducting research in developing countries and sparked an interest in development ethics. After a short career break, Maru completed a Masters in Bioethics at King's College London and joined the University of Winchester as Reader in Science, Ethics and Society, and Chair of the University's Research Ethics Committee. Her former positions include RCUK fellow in Palaeogenetics and two lectureships.

In her current role, Maru loves the opportunity to collaborate across siloes and finds that her working life is freer and more diverse. She misses the opportunities for influence at the institutional level that comes with working in smaller organisations.

### **Urvashi Ramphul**

I completed my MSc in 2008 and a PhD in insect immunity and sleeping sickness from the Liverpool School of Tropical Medicine in 2012. I then joined the National Institutes of Health (NIH), USA as a Postdoctoral Research Fellow for three years, investigating the role of mosquito immunity and its relevance to malaria. In 2015, I joined Perrett Laver in London as a Senior Research Associate, and I am now currently a Research Consultant in the Global Research Leadership Practice at Perrett Laver. I facilitate senior level executive searches including Chair and Professorial appointments globally in higher education and research. I love having a permanent position and working with a variety of clients, however I do occasionally miss the academic freedom and the brainstorming sessions.

## 2C: OPPORTUNITIES IN COMMUNICATIONS, JOURNALISM AND PUBLISHING

### Lauren Ashby

Lauren Ashby studied Modern & Medieval Languages at Cambridge (2011) before completing an MSc in Art History (2013) at the University of Edinburgh, during which time she interned as an assistant for the journal *Art in Translation*. Her publishing career started at SAGE Publications, where she started as an editorial assistant in the social sciences team before progressing on to more senior and strategic roles within the division. Since July 2017 she has been the publisher for educational research at Elsevier, managing and developing a portfolio of high impact titles in this subject area. She misses reading and writing research papers, and visiting libraries.

### Charlotte Ryland

Charlotte studied languages (German and French) at Cambridge, then completed an MSt in European Literature (German) at Oxford and a PhD in Modern German Literature at University College London. Since 2007 she has been part-time lecturer in German at The Queen's College, Oxford, while developing a portfolio career in the arts and education. From 2014-18 she was Postdoctoral Researcher on the AHRC-funded 'Writing Brecht' project at Oxford University. She is Director of the Stephen Spender Trust and has just set up the 'Translation Exchange' at Queen's College: two organisations with a mission to promote language-learning and literary translation. She also runs New Books in German, an international project promoting literature in German and facilitating translations into English.

### Dan Selinger

Dan is Head of Communications, Students and the AAD, University of Oxford and Co-founder, Public Relations Oxford. An accredited PR practitioner with over ten years' journalism and public relations experience, Dan is currently responsible for internal and student communications at the University of Oxford. Previously he was Head of Communications for the education division of Oxford University Press - leading internal and external communications in Australia, Africa and the UK. He has experience in a range of fields, including public affairs, stakeholder relations, media relations, internal communications, and crisis and issues management. Dan is also co-founder of Public Relations Oxford; the professional networking group for PR professionals in the Oxford area. Following his Humanities degree (2004) he obtained a Diploma in Journalism in 2005 and in Public Relations in 2014, the latter while working for OUP.

### Tom Whyman

I received my PhD in Philosophy from the University of Essex in January 2016. I currently work as a freelance writer: I'm a contributing writer at *The Outline*, and I've recently started doing a monthly column on British universities and academia for *Vice*. I've also written for the likes of *The New York Times*, *The Guardian*, and *The Baffler*. I started writing freelance while studying for my PhD, but I only went full-time with it in September 2018. Before that I lectured part-time at Essex, and then full-time on a temporary contract at Warwick. One thing I love about my current job is the intellectual autonomy: I'm in a position where if I think something is interesting, I usually have the luxury of time to think about it, and a platform in which any resulting thoughts can (if they are any good) appear. This is actually what I always wanted to get out of academia, but never quite found there post-PhD! What I most miss about academia is the community: at a university campus you can always find a diverse group of people to talk ideas through with.

## 2D: CAREERS BEYOND THE OBVIOUS FOR HUMANITIES AND SOC SCIENCE RESEARCHERS

Do you sometimes worry that your career options beyond academia are limited? Come and be reassured by the speakers on this panel, who kept an open mind and found roles which give them the opportunity to apply and expand their research skills.

### Micah Coston

I'm a Senior Research Associate at Perrett Laver. In this role, I identify and engage global candidates for leadership roles in higher education. I also hold a BMus in Church Music and an MA in Performance Studies from Bob Jones University, as well as an MA in Shakespeare Studies with Distinction from the Shakespeare Institute, University of Birmingham. In my DPhil thesis (English Literature, St Edmund Hall, Oxford, 2018) I investigated the dramatic role of astronomy in early modern drama. I felt quite isolated during my doctorate and wished to have people at the centre of my work life. Through executive search at Perrett Laver, I continue to leverage my understanding and experience of higher education but now work in a very people-centric industry. I do miss the Duke Humfrey and spending my days in books.

### Fiona Murphy

I own and run Murphy Mitchell Consulting Ltd, a small business supporting fellow stakeholders, including learned societies, publishers, large- and small-scale projects and tech start-ups, in their navigation of the disruptive publishing and scholarly communications environment. Much of my current work focuses on Open Science and Open Data. My earlier publishing roles were at Oxford University Press (law), Wiley (earth and environmental sciences), In Vivo (medical), Random House (general non-fiction) and Bloomsbury (theology).

I love the autonomy of being my own boss and mistress of my own time - which is actually rather similar to doing the DPhil, here at Oxford in English Literature ('From Bluebeard's Castle to the White World of Dreams: Constrictions and Constructions in Angela Carter's Prose Fiction', 1997). At the same time, I miss having time to read everything I would like to.

### Michael Pye

I graduated with a PhD in Iranian History from the University of St Andrews in 2014. My thesis explored relations between Iran and the Soviet Union from the latter's (and Britain's) invasion of Iran during the Second World War up until the Islamic Revolution of 1979. I am currently an Investment Manager at Baillie Gifford based in Edinburgh. The job consists of researching investment ideas for a global portfolio focused on fast-growing companies. For me, the most rewarding aspect of the role is the opportunity to meet face-to-face with the founders of some of the world's most fascinating businesses and think creatively about what the future might hold for them. I also love the opportunity to go 'in depth' on a variety of topics rather than specialise in one area - although as an ex-doctoral student it can be a challenge to condense research on a prospective investment into a short report!

Finance and business roles are not just for BA graduates! These sectors offer many different career pathways and call for a variety of skill sets. Speakers on this panel will share their personal experience of moving from an academic to a finance or business role and give tips for those thinking about developing a career in these sectors.

### **Emma Gilbert**

A former medievalist, I read English at Oxford as an undergrad and went on to pursue an MSt here, before graduating with a PhD in medieval linguistics from the University of Leicester in 2014. My specialism was northern Middle English dialectology, but I taught extensively – mainly Chaucer and Anglo-Saxon language – in Oxford and elsewhere. I particularly enjoyed the fine detail of linguistic analysis, and the prospect of translating fairly complex (and dry) detail into something people might want to read and would understand. As a teacher, I prided myself on helping students see the fun in Beowulf and the potential in linguistic archaeology. Now I'm a CIM-qualified marketing manager at Fast Track, an Oxford-based company which researches, and runs networking events for, the UK's top-performing private companies. I sidestepped into this role via a period working in outreach at Magdalen College, alongside my teaching; I find my background in highly-detailed linguistic analysis helps me convert dense research data into interesting content, and it's certainly taught me attention to detail. Professional services marketing and communications makes good use of my skills, and Fast Track's rigorous research environment has drawn various other former academics who feel similarly – including our CEO, who has an MPhil and DPhil in management studies and a senior research manager who holds a DPhil in Chemistry.

### **Joel Phillips**

I am a researcher at Jane Street, a proprietary quantitative trading firm with about 800+ employees and offices in New York, London and Hong Kong. I began my career as a software developer, then did a PhD in applied Maths at McGill and post-docs at Reading and University College London, where I focused on the numerical analysis of methods to solve partial differential equations. At Jane Street, my time is split between developing tools and techniques to help with data analysis; building models to understand markets and how Jane Street interacts with them through its trading; and implementing and changing trading strategies.

### **Anthony Potter**

Anthony has been with OxFORD Asset Management working as a Quantitative Developer for a year and a half, joining the company straight from his DPhil in Computer Science from the University of Oxford. Prior to his DPhil, Anthony earned an MSc in Computer Science with Distinction from the University of Oxford, in addition to a 1st Class BSc in Mathematics from Imperial College, London.

Anthony's doctoral research focused on big data in the field of graph databases, culminating in the development of a state-of-the-art distributed RDF database. During his studies, Anthony interned at firms including Barclays Investment Bank and Oracle Labs. As a Quantitative Developer at OxFORD, Anthony focuses on developing and maintaining the strategies that drive the live trading systems. This involves writing efficient and robust algorithms that attempt to predict the future performance of stocks.

# AFTERNOON WORKSHOP OUTLINES AND FACILITATOR BIOS

## 3A: BEING ENTREPRENEURIAL AS A SCIENTIST

Join us for a session with Dr Jonny Page, an Oxford researcher who has made the move from research to Oxford Spin Out, as he shares what he has learned from this experience.

Following this you will be working in small groups, focussing on some of the key enterprise skills that are valued by employers in an interactive workshop co-organised and delivered by Jack Bircher, of Perrett Laver, recruitment consultants, and Anne Miller, MPLS Enterprise programme manager.

### Jack Bircher

I hold a BSc in Physiology from the University of Liverpool, an MSc from the University of Leeds in Ion Channels in Disease and graduated from Kings College London with a PhD in 2012. My research focused on the role of ion channels in hormone release. I am currently a Consultant in the Research Leadership practice in Perrett Laver, primarily working with Universities to help appoint to senior academic positions. Compared with academia I love the commercial element of my role and working on shorter term projects. I also love meeting and working with leading researchers from a wide range of fields. I do miss being in the lab and the satisfaction of a (rare) successful day patch clamping!

### Anne Miller

Prior to joining MPLS Anne worked for Innovate UK as Associate Director of ESKTN, leading their work on Sustainable Agriculture and Land Management, involved in the roll out of the UK's Agri-Tech strategy. She represented the UK on EU steering groups concerned with sustainable biomass and bioenergy and the LWEC Ecosystem Task Force as the link person between research and business communities. She previously worked for the EEF, developing and delivering environmental training for industry in partnership with IEMA, the professional institute for environmental practitioners as well as working for 25 years as a lecturer in Environmental Sciences, where she developed and delivered a number of innovative MSc programmes in different institutions, in addition to research in ecotoxicology and pollution management.

Her current role entails developing and delivering a programme of enterprise activities and training for MPLS, supporting the development of the entrepreneurial ecosystem and enterprise culture across Oxford.

### Jonny Page

During my DPhil at Oxford University, entitled 'The Biomechanics of the Dipteran Wing Hinge', I studied the mechanisms through which flies control their wing movements during flight. After my viva in November 2018, I began full time work at Animal Dynamics in my role as Flight Systems Researcher. In this position, I design, build and test flight mechanisms which are implemented in bio-inspired micro air vehicles. Comparing this to my DPhil, I do miss the flexibility of time and tasks that's afforded by independent research, but I really enjoy the more practical, applied aspects of my current role.

## 3B: PROVIDING EVIDENCE FOR THE SKILLS THAT STAY WITH YOU

Researchers preparing for their next career step inside or outside of academia are often unsure about transferable skills (e.g. leadership skills) and how to provide evidence for these competencies from their own career track. We will use this interactive workshop to raise awareness of the individual skill sets of the participants and will provide a frame how to structure these. Additionally, participants will learn and apply a universal tool how to provide evidence for diverse transferable skills and assertively communicate this.

### Jörg Stange

Jörg studied biology, specialising in host-pathogen interactions at the intestinal barrier. Scholarships from "The International Max Planck Research School for Infectious Diseases and Immunology" and from Novartis Animal Health allowed him to work in various international research environments. After receiving his doctoral degree (Dr. rer. nat.) from the Humboldt Universität zu Berlin in 2012 he spent six Postdoc years at the Babraham Institute in Cambridge (UK), working as an immunobiologist.

In parallel to his work at the bench Jörg received extensive training on communication and presentation skills early in his career. Recognising that in contrast to pursuing scientific excellence, well-structured and targeted education in personal and professional development is still rare in many settings, he developed a strong interest in advancing this process in the scientific community. To do so, he joined the hfp consulting team in 2013. After his postdoc, Jörg decided to fully pursue his career in the field of personal and professional development of scientists. Still at the Babraham Institute, he coordinated two equality and diversity projects and worked to improve the framework for postdocs. Jörg is now based in Hamburg, developing the hfp consulting business in Europe and working internationally as a trainer for the company.

### 3C: BEING ENTREPRENEURIAL AS A SOCIAL SCIENTIST OR HUMANITIES SCHOLAR

This workshop will help you discover the skills you can bring to roles at the interface of research, innovation and business or social enterprise, and the obstacles you might face when attempting to move beyond academia. The session will combine introductory talks and a couple of group-based exercises to enable you to explore and share your existing work experience, skills, hopes and fears for your future career.

#### **Tanja Collavo**

Tanja completed her DPhil in Management Studies at Said Business School, University of Oxford, in the summer of 2018. In the months preceding and following her graduation, she co-founded the start-up Univate, which aimed to help knowledge transfer between early career researchers and organizations that deliver a positive social and environmental impact. Now that the Univate experience is over due to issues with the co-founder, Tanja is a research analyst for the Business Boost project within the Social Sciences division of the University of Oxford and she is considering what the next steps might be to continue the Univate project in a different form. Additionally, she is tutoring undergraduates at Jesus College. While missing the opportunity to spend her days reading in the wonderful Oxford libraries and challenging herself to solve research-related problems, Tanja is enjoying the lack of worries about publications and the opportunity to engage in many different projects.

#### **Chris Fellingham**

Chris joined Oxford University Innovations in 2018 as a Licensing and Ventures Manager in the Social Sciences, Humanities and Social Enterprises. Chris graduated from the University of Oxford after having read Modern History, he then went onto study Politics and Government at the London School of Economics. After graduation, Chris worked at Accenture, covering projects across; Public Sector, Energy, Digital and Communications as well as their Clean Tech growth area (in partnership with the World Economic Forum) and Institute for High Performance. Chris left Accenture to work for FutureLearn, an Edtech start-up (or MOOC platform) founded by the Open University. At FutureLearn, Chris led the market research and helped develop FutureLearn's strategy, partnerships and business models across B2C/B2B and public education initiatives.

### 3D: CONSTRUCTING A CAREER NARRATIVE FOR A NEW SECTOR

There are many ways to tell a story. Doing this well can be key to an effective and happy transition from one sector or role into another. In this workshop we will discuss ways to convey the motivations that underlie your research, and how to connect with those who are ready to hear your story and its relevance to their work.

We will hear insights from Keith Zimmerman from Perrett Laver, whose role involves finding connections between the recruitment needs of organisations looking for senior leaders, and the values, experience and skills that individuals have to offer.

There will be opportunity to experiment with different ways to tell your story, to give and gain from peer feedback, and to identify practical actions to enhance the power and coherence of your applications.

#### **Elleke Boehmer**

Elleke Boehmer is Professor of World Literature in English and Director of the Oxford Life Writing Centre at Wolfson College. She is interested in the power of story as a means to learn about ourselves and each other. Her most recent books were *Postcolonial Poetics* (2018), and the Australian edition of *The Shouting in the Dark*, and other southern writing (2019). A new book of short stories, *To the volcano*, is forthcoming later this year.

#### **Rachel Bray**

Alongside my primary role as Strategy Lead / Careers Adviser for Research Students and Research Staff, I co-lead a six-country study on dimensions of poverty as a Research Associate in both Oxford's Department of Social Policy and Intervention, and the University of Cape Town. My PhD in Social Anthropology (Durham, 1998) led to a lectureship in Anthropology, followed by one in Sociology, at the University of Edinburgh. On moving to South Africa for personal reasons in 2001, I held a series of research fellowships at the University of Cape Town and Human Sciences Research Council, conducting primary research and writing a book on changes in children's lives in the new democracy. Opportunities soon emerged to apply this knowledge, and I combined my academic work with a series of contracts and voluntary roles as a research consultant working with local NGOs, government bodies, business and international organisations, offering technical input on young people's well-being, poverty and related policy. I continue to enjoy working at the interface between research expertise, decision-making and practice.

#### **Keith Zimmerman**

I lead the Global Research and Translation Practice and am joint Managing Director for Perrett Laver's UK business. I've spent much of my career in senior university administration positions, most recently as Secretary of The Open University (OU). At the OU, I was responsible for the University's effective governance, and all administrative and operational management including Student Services, Finance, Human Resources, Estates and Information Technology. I was also Chair of the board of FutureLearn, the open learning platform established in OU in 2012. Prior to joining the OU, I held the role of Director of Student Administration and Services at the University of Oxford and before that a number of roles at the University of Exeter, including that of Academic Registrar.

## 3E: IS YOUR WEB PRESENCE WORKING FOR YOU?

This workshop deals with developing strategy and the practical details of enhancing your online presence. Topics covered include:

- an overview of the major forms of online content (websites, webpages, profiles, blogs, podcasts -- plus a little on social media)
- the challenges and opportunities involved in balancing an academic with a non-academic online profile, or creating a hybrid
- the importance of generating valuable content, and the practicalities of monetising it
- the necessity of patience when it comes to building up an online audience
- the benefits of keeping things simple on the tech side
- the potential for crafting and maintaining a tailored web presence to help clarify for yourself what you're actually doing with your life and why.

The emphasis is on professional pathways that open out from academia to alt-ac, portfolio, and other careers involving freelance elements, but the material may also be useful for other academic and post-academic routes. Come with a laptop ready to reflect on what happens now when you Google yourself, and how you might want to change it.

### **Emily Troscianko**

Emily is a Research Associate at The Oxford Research Centre in the Humanities (TORCH), working at the intersection of cognitive literary studies and the medical humanities, with a current focus on whether literary reading can be therapeutically helpful or harmful for people with eating disorders. She also runs a writing partnerships programme for the Humanities Division training team, and is a freelance writer and a recovery coach for people with eating disorders.

## 4A: HOW TO LEVERAGE SOCIAL MEDIA TO BOOST YOUR BRAND

This workshop looks at the power of social media in spheres of interest to researchers, and how we might engage happily and effectively. It will include an overview of social media platforms and their purposes, discussion of key considerations for an effective social media strategy and plenty of examples of how to get the most from social media, with maximum fun and minimal headaches. We will also identify common pitfalls and how to avoid them, and cover broader networking tips.

### **Nirmala Perera**

My PhD was in injury epidemiology among Australian female cricketers at Federation University Australia, and was awarded in April 2017. I am a post-doctoral researcher at the University of Oxford within the Arthritis Research UK, Centre for Sport, Exercise and Osteoarthritis. My research focus is the nexus between sports, injury and osteoarthritis. I am the Social Media Coordinator for the IOC World Conference on Prevention of Injury and Illness in Sport, and an Executive Board Member of Sports Medicine Australia. I have received several grants and awards including the prestigious Australia Awards - Endeavour Fellowship to work as a Research Fellow at the Linköping University. I enjoy working between academia and the peak sporting organizations.

Analytical skill has become one of the most popular requirements in recruitment, across many disciplines. Susquehanna International Group (SIG) invites you to an applied data analysis skills development session, delivered by one of our senior quantitative researchers, whose expertise includes algorithmic trading and machine learning. The workshop will address these areas:

- Intuition-driven rather than data-driven – what information do we seek in data?
- How to represent the information? The power of charts and tables.
- What tools are available? Diving into Excel Pivot table and Pivot charts.
- Advanced data analysis – Python notebook and Pandas.
- Interested? Information on the Quantitative Analyst Program 2019, SIG Dublin.

This workshop is open to everyone with an interest in applied mathematics and data analysis. Our quant researchers have PhDs in physics, maths, statistics and computer science.

### **Helen Ou**

Helen received her PhD in Electrical Engineering from the University of Hawaii at Manoa in 2009. She is a CFA charter holder since 2017. Her research expertise includes machine learning and pattern recognition. Currently, Helen is a Senior Quantitative Researcher, and the head of Quantitative Recruitment at SIG. In her PhD thesis, she developed a non-intrusive target identification solution to classify underwater explosives through passive sonar signals. She worked as a marine mammal signal processing researcher at the Hawaii Institute of Marine Biology. While she enjoyed working in the university environment, she found it more suitable to her skills working in a fast-paced and ever-evolving industry.

Since joining SIG in 2013, Helen's research focus includes quantitative trading, risk monitoring, and optimisation. Helen enjoys finding patterns and anomalies in financial data. Developing automated classifications on financial data is a challenging task, however, she finds it a rewarding experience when she can see her work making an impact in trading.

When done well, public engagement experience and expertise can help you get from the application inbox to the interview room. In the next 50 minutes we will show you how!

### **Leah Broad**

I began my public engagement in the final year of my undergraduate degree. I set up a website called The Oxford Culture Review, which publishes articles by arts and humanities researchers for non-academic audiences. Public engagement is now central to my academic life. I won the Observer/Anthony Burgess Prize for Arts Journalism in 2015 for an article based on my research, and became a BBC/AHRC New Generation Thinker in 2016. I regularly work with BBC radio to produce programmes based on my work, and have spoken at events including the BBC Proms, Southbank Festival, Free Thinking Festival, and Hay Festival. Currently I'm in the process of setting up a classical music podcast, and am hoping to write a trade book on music soon!

### **Martin Christlieb**

Martin is the Public Engagement Manager at the Dept of Oncology. He specialises in telling good stories about cancer research to patients, schools and donors. He was trained as a chemist and came to Oncology through medical imaging projects. In his spare time Martin is the Adventure Training Officer for Thames Valley Air Cadets – which means he's in charge of hill walking, climbing and paddlesport.

### **Charlotte Medland**

I studied at the University of Reading and attained an MRes in French Studies before beginning an MPhil in French Literature at the University of Southampton in 2011. I taught languages as part of my studies and through a summer internship opportunity was recruited as Humanities Employability Coordinator from 2014-2016, running the student-led employability programme 'Mission Employable'. During this time I got the 'bug' for Public Engagement as we involved students in community events to help them recognise the transferability of their academic skills. I also engaged regularly with external businesses and coordinated the AHRC-funded project 'Swaythling in the Great War'. Eventually I became a full-time Public Engagement facilitator as the Evaluation Officer for Southampton's central Public Engagement with Research Unit (2016-2017), before moving to Oxford to take up my current post as Impact and Evaluation Officer for the Humanities Division. I relish translating research for public audiences and uncovering the mutual benefit of these interactions as we share our findings with the world.

## 4D: COMBINING ACADEMIA WITH OTHER ROLES - PORTFOLIO CAREER STRATEGIES

Are you keen to explore the viability of several strands of work in your next career phase, or to learn how to manage these better? In this workshop we will discuss the opportunities and challenges associated with running a portfolio career over the short or medium term, learn from trained researchers with relevant experience and identify support available within the University.

### **Rachel Bray**

Alongside my primary role as Strategy Lead / Careers Adviser for Research Students and Research Staff, I co-lead a six-country study on dimensions of poverty as a Research Associate in both Oxford's Department of Social Policy and Intervention, and the University of Cape Town. My PhD in Social Anthropology (Durham, 1998) led to a lectureship in Anthropology, followed by one in Sociology, at the University of Edinburgh. On moving to South Africa for personal reasons in 2001, I held a series of research fellowships at the University of Cape Town and Human Sciences Research Council, conducting primary research and writing a book on changes in children's lives in the new democracy. Opportunities soon emerged to apply this knowledge, and I combined my academic work with a series of contracts and voluntary roles as a research consultant working with local NGOs, government bodies, business and international organisations, offering technical input on young people's well-being, poverty and related policy. I continue to enjoy working at the interface between research expertise, decision-making and practice.

### **Andrew Goff**

I have a degree in Zoology from the University of Bristol and five years' research experience with the MRC both in Cambridge and Oxford.

I am currently Head of Consulting Services at OUI and lead a team of project managers who arrange consultancy contracts for Oxford researchers who want to provide their advice and expertise to a wide range of external organisations.

Before joining OUI, I had a career in publishing. I was Business Development Director at Pearson Broadband, responsible for setting up a group to re-purpose and license digital IP. Prior to this, I was with Dorling Kindersley Multimedia and became Director of Sales and Marketing. My first jobs after leaving the research path were with OUP, first in book commissioning and then marketing.

I describe my current role as often frustrating but never dull. Many of the projects our academic consultants work on are fascinating and I believe incredibly important in demonstrating the positive impact of Oxford's research on the wider world.

### **Charlotte Ryland**

Charlotte Ryland studied languages (German and French) at Cambridge, then completed an MSt in European Literature (German) at Oxford and a PhD in Modern German Literature at University College London. Since 2007 she has been part-time lecturer in German at The Queen's College, Oxford, while developing a portfolio career in the arts and education. From 2014-18 she was Postdoctoral Researcher on the AHRC-funded 'Writing Brecht' project at Oxford University. She is Director of the Stephen Spender Trust and has just set up the 'Translation Exchange' at Queen's College: two organisations with a mission to promote language-learning and literary translation. She also runs New Books in German, an international project promoting literature in German and facilitating translations into English.

## 4E: WHAT CAN MENTORING DO FOR YOU?

A brief introduction to mentoring, with the opportunity to consider what you might gain from being mentored and how to get the most out of the experience; we will also talk about other resources available to you.

### **Anjali Shah**

Anjali is an experienced epidemiologist / biostatistician who has previously conducted research into childhood leukaemia and brain tumours, maternal health and shoulder dislocations. She currently works at the Nuffield Department for Orthopaedics, Rheumatology and Musculoskeletal Sciences where her research focuses on the reorganisation of healthcare for open fractures.

Alongside this role, Anjali is also a Professional Development Advisor for Researchers at the Oxford Learning Institute, where she collaborates with colleagues across the University to establish a strategy to support the career development of research staff.

### **Clare Wakeham**

Clare has been working at the Oxford Learning Institute since 2008; prior to that she had eleven years' managerial experience in the University. Her particular interests are in leadership and management development, and mentoring and coaching. Clare coordinates mentoring schemes across the University and runs the Oxford Senior Women's Mentoring Network (previously 'Ad Feminam'); she is also Course Director for the Academic Leadership Development Programme. Clare is qualified in coaching, coaches University staff through the Oxford Coaching Network, and is accredited to use the Myers-Briggs Type Indicator (Steps I and II).

# NETWORKING LUNCH EXHIBITORS

EXHIBITOR	Offer Internships/ Work Experience	Entry route: Graduate Training Scheme	Entry route: Direct Entry
Animal Dynamics	✗	✗	✓
ATASS Sports	✗	✗	✓
Baillie Gifford	✓	✓	✓
BCG	✓	✗	✓
Compass Lexecon	✓	✗	✓
Elsevier	✗	✓	✓
Entrepreneur First	✗	✓	✓
Fast Track	✓	✓	✓
G-Research	✓	✓	✓
hfp consulting	✗	✗	✗
Innovia Technology	✓	✗	✓
Jane Street	✓	✗	✓
Latent Logic	✓	✗	✓
Lintstock	✗	✗	✓
Novo Nordisk	✓	✓	✓
OxFORD Asset Management	✓	✗	✓
Oxford PharmaGenesis	✗	✗	✓
Perrett Laver	✗	✓	✓
Researchers in Schools	✗	✗	✓
Sensyne Health	✓	✓	✓
Susquehanna	✗	✓	✓

## ANIMAL DYNAMICS

At Animal Dynamics we develop and create more efficient and powerful systems, capable of performance beyond anything currently found in conventional engineering. Taking our inspiration from animals and the natural world we can achieve significant improvements in the performance and efficiency of vehicles in water, air, and ground travel.

[www.animal-dynamics.com](http://www.animal-dynamics.com)

► LOCATION: Oxford

► WHAT MOTIVATES US is our desire to create original and worthwhile solutions to real problems. We are motivated to realise designs that will disrupt industries and technical approaches that have long been taken for granted.

Our current development priorities are a micro-UAV (unmanned aerial vehicle) and a paramotor delivery system. However, we have plans for other autonomous programs and we have demand for these products in a variety of international markets. We are always looking for innovative thinkers who are highly motivated and remarkable at problem solving. We need people with an exceptional talent in mechanical engineering, you must have great hands-on skills with experience of intricate mechanisms. We also look for Software Engineers who have coded extensively in C++.

► VACANCIES: Our vacancies change frequently so please look at our website for latest positions.

► CONTACT FOR APPLICATIONS/  
ENQUIRIES:  
[careers@animal-dynamics.com](mailto:careers@animal-dynamics.com)

ATASS Sports is a statistical research consultancy providing world-leading modelling and forecasting services to the sports industry.

We are research led, seeking to find solutions rather than fitting data to a commercially driven outcome. We value our team, providing excellent staff facilities, organising events and activities socially and charitably, and encourage a relaxed and collaborative working environment.

[www.atass-sports.co.uk](http://www.atass-sports.co.uk)

► **LOCATIONS:** Exeter, Devon, South West

► **WE'RE LOOKING FOR** the brightest statisticians, mathematicians, and programmers who have a passion for problem solving and sports.

► **CURRENT VACANCIES:** Research Statistician

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [recruitment@atass-sports.co.uk](mailto:recruitment@atass-sports.co.uk)

Baillie Gifford is a leading independent global investment management firm with over £170 billion funds under management, more than 1,000 people based in Edinburgh and 695 clients across the globe.

[www.baillieghifford.com](http://www.baillieghifford.com)

► **LOCATION:** Edinburgh

► **WHAT WE DO** is so much more than just buying stakes in companies. We think about a company's potential to grow significantly in the next five to ten years, which is often influenced by many diverse and conflicting factors. Our work is a million miles from that stereotype of investors who constantly track markets looking for short-term gains. Instead, our focus is on developing a deep understanding of the underlying drivers behind potential investments. That means questioning everything that happens around us, and anticipating the consequences of local, regional and global events. The sort of companies we invest in can vary enormously. Some are quietly successful in relatively niche areas. Others are radically changing the world as we know it. What they tend to have in common is brilliant leadership.

When imagining a role in the investment industry, you may picture a traditional financial position filled with mathematical analysis and number-crunching. But instead, let's imagine something different.

Imagine a role where your creativity is held in higher esteem than your numeracy skills. At Baillie Gifford, we're less interested in what you know, than your curiosity to know more. 80% of your time will be spent researching. For us, inspiration can come from anywhere. You'll have to cast your net far and wide to collect information and create your own unique viewpoint. This will enable you to spot investment opportunities that others may have missed. In other words, you might be every bit as likely to find inspiration from an internet blog as you are from an investment journal.

► **CURRENT VACANCIES:** Applications open in September 2019 for our Investment Research Graduate Programme starting in September 2020.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [baillieghifford.com/graduates](http://baillieghifford.com/graduates)

Boston Consulting Group is a leading management consulting firm with offices in more than 90 cities, across 50 countries. BCG has more than 16,000 employees, 900 partners, and 20,000 alumni globally. BCG partners with our clients in solving the hardest problems challenging their businesses—and the world.

[www.bcg.com](http://www.bcg.com)

► **LOCATIONS:** Worldwide, 50 countries

► **OUR TEAM** at the BCG includes many who have made the transition from academia to consulting, with backgrounds as diverse as medicine, theoretical physics, military history, molecular biology, and social anthropology. Diversity of perspective from multiple disciplines is essential to our process, and your experience will allow you to approach problems and work through challenges in a new way. As a consultant at BCG, you'll see your insights come to life in front of your eyes. Your intellectual curiosity, creativity, and problem-solving skills will add invaluable perspective to our client projects.

► **CURRENT VACANCIES:** Applications for Associate and Senior Associate positions open in September 2019.

Please note, some of our international offices recruit all-year round so please ask a member of the BCG recruiting team for more information.

► **CONTACT FOR APPLICATIONS/ENQUIRIES:** Aisling Lavagna

One of the world's leading economic consulting firms, Compass Lexecon specializes in economic analysis of competition, regulatory, litigation and policy matters and has been engaged by leading corporations, governments, and other public-sector entities to assist in numerous high profile mergers, government investigations, and private litigation. Our team in Europe includes more than 100 economists. Many hold PhDs from leading economics departments in Europe and the US, and several hold academic positions at prestigious European universities.

[www.compasslexecon.com](http://www.compasslexecon.com)

► **LOCATIONS:** London, Berlin, Brussels, Düsseldorf, Madrid, Paris, Helsinki, and Hong Kong

► **CURRENT VACANCIES:** Economist positions for candidates with a DPhil level qualification.

Internship positions available throughout the year.

► **CONTACT FOR APPLICATIONS/ENQUIRIES:** [london.recruiting@compasslexecon.com](mailto:london.recruiting@compasslexecon.com)

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[www.elsevier.com](http://www.elsevier.com)

► **LOCATIONS:** England - Oxfordshire, England - London, North America, Asia

Entrepreneur First is the world's leading talent-investor. We invest time and money in the world's most talented and ambitious individuals, helping them to find a co-founder, develop an idea, and start a company.

To date, we've helped over 1,000 people around the world build over 200 companies, worth a combined \$1.6bn. Magic Pony Technology is EF's largest exit to date, having been acquired by Twitter for a reported \$150m. Magic Pony's founders, Rob Bishop and Zehan Wang, studied together at university, but didn't meet until they both joined EF's cohort in 2014.

[www.joinef.com](http://www.joinef.com)

► **LOCATIONS:** EF runs programmes in six cities globally - London, Paris, Berlin, Singapore, Hong Kong and Bangalore. Every joiner is paid a stipend of £2,000 from day one, so they can fully focus on building their company.

► **CURRENT VACANCIES:** EF runs two cohorts each year, starting in April and October. They are on the hunt for their next cohort of exceptional people who are ready to become startup founders. You don't need an idea to apply, just your skills, technical insights and commitment to building a world-class company. Read about what they look for in founders here: [medium.com/entrepreneur-first/what-we-look-for-in-founders-at-ef-7a8028228609](https://medium.com/entrepreneur-first/what-we-look-for-in-founders-at-ef-7a8028228609).

► **APPLICATIONS:** Apply for the April 2019 cohort at [apply.joinef.com](http://apply.joinef.com).

To register your interest in our future cohorts, email Ambica Jobanputra on [ambica@joinef.com](mailto:ambica@joinef.com).

## FAST TRACK

For 22 years Oxford-based Fast Track has identified and ranked Britain's top-performing private and VC/PE-backed companies in *The Sunday Times*, and hosted invitation-only awards and networking dinners for Britain's leading entrepreneurs. The quality of our research and events are highly regarded by our sponsors, entrepreneurs and *The Sunday Times*.

[www.fasttrack.co.uk](http://www.fasttrack.co.uk)

► LOCATION: Oxford

► BACKGROUND: Fast Track was founded with backing from Sir Richard Branson by Hamish Stevenson after completing his MPhil and DPhil in management studies at Oxford, where he retains an associate fellowship at Green Templeton College. Currently, eight of our 24 staff and four of our freelancers are Oxbridge graduates. Over the years, many others have done exceptionally well with us before going on to successful careers in private equity, asset management and consulting, including as: managing partner at Graphite PE, principal at Exponent PE, associate at NorthZone VC, partners at McKinsey and BCG, business broadcaster with the BBC & Bloomberg, and literary editor at the *Sydney Morning Herald*. A number have also become professors, including at Cambridge's Judge Business School, MIT Sloan School of Management, Carnegie Mellon, and a fellow at Oxford University.

► WE ARE LOOKING TO HIRE talented graduates to help us deliver our research activities, such as identifying and analysing companies' financials, interviewing entrepreneurs either on the phone or face-to-face at company visits; their work will be published in our seven annual supplements in *The Sunday Times*. Candidates must have meticulous attention to detail, an eagerness to learn, and an interest in entrepreneurs and the financial performance of private companies.

► CURRENT VACANCIES: Two-year graduate programme in entrepreneurship starting on 5 August (£28k p.a). Full details of this and our other current junior and senior vacancies in business research, project management, and business events management on [www.fasttrack.co.uk/about-us/careers/](http://www.fasttrack.co.uk/about-us/careers/)

► CONTACT FOR APPLICATIONS/ ENQUIRIES:  
[Claire.Harrington@fasttrack.co.uk](mailto:Claire.Harrington@fasttrack.co.uk)

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G-Research is a leading quantitative research and technology company. We apply scientific techniques to find patterns in large, noisy and real-world data sets, using the latest statistical and "big data" analysis methodologies to predict global financial markets.

[www.gresearch.co.uk](http://www.gresearch.co.uk)

► LOCATION: London

► CURRENT VACANCIES: Quantitative Researcher in Natural Language Processing, Data Scientist, Machine Learning Researcher and Quantitative Researcher. We also have internship opportunities opening in Autumn for 2020.

hfp consulting provides professional development workshops exclusively for the scientific community. Our mission is to help researchers grow and succeed by working with them to develop leadership and management skills, by fostering personal development, as well as by strengthening interpersonal competencies and communication skills. Most of our experienced facilitators have a science background and some are still active as a postdoc, group leader or professor.

We have developed and established professional development workshops for scientists at leading organizations in Europe, the Middle East, USA, Africa and Japan. We have pioneered this new development in science and are honoured to continuously be working with clients like MRC, MIT, Weizmann and the Harvard Medical School.

[hfp-consulting.com](http://hfp-consulting.com)

► **LOCATION:** Our location (base) is Heidelberg, but we are operating worldwide.

► **METHODOLOGY AND TRAINING STYLE:** All our workshops are based on principles of Positive and Humanistic Psychology. We aim to empower our participants to live up to their full potential. All concepts that we teach can be practised in the safe environment of the workshop. Feedback from fellow participants and from the instructors is an essential part of the learning experience. Each of our workshops will be tailored to the specific needs of the audience. The style of our courses is process-oriented and interactive. Brief theoretical inputs are followed by exercises, partner work, role-plays, case studies and group-work.

► **VACANCIES AND INTERNSHIPS:** We do not have vacancies or internships, but are always happy to talk to people interested in our company / work.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [hfp-consulting.com/contact](http://hfp-consulting.com/contact)

Innovia is a Cambridge-based innovation consultancy. We invent new products and services for the world's top companies, including Procter & Gamble, Shell, Boeing, Johnson & Johnson, LEGO, and Jaguar Land Rover. We work in many different industries on many different problems: transformational medical devices, revolutionary sustainable roads, and record-breaking swimwear.

[www.innoviatech.com](http://www.innoviatech.com)

► **LOCATION:** Cambridge, UK

► **THERE ARE MANY GOOD REASONS TO CONSIDER A CAREER AT INNOVIA:** Working for great clients on fascinating challenges, having a great work environment, and being part of a world-class multidisciplinary team. We're looking for physicists, engineers, chemists, biochemists, materials scientists, and behavioural scientists with a strong grasp of the fundamentals of their discipline and the skills to contribute strongly to a team solving client problems. We seek people with a diversity of interests who can contribute to the full range of our work.

Do you enjoy solving problems? Do you thrive on variety? Do you love to learn? We'd like to meet you!

Find out more about working at Innovia in our graduate brochure, which is available on the careers page on our website [www.innoviatech.com/careers](http://www.innoviatech.com/careers)

► **CURRENT VACANCIES:** Innovation Consultant, Summer Internship

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [recruitsupport@innoviatech.com](mailto:recruitsupport@innoviatech.com)

## JANE STREET

Jane Street is a quantitative trading firm with a unique focus on technology and collaborative problem solving. Our trading is based on our own proprietary models and on busy days we engage in over a million trades. Technology is at the core of how we approach trading, and we consider ourselves as much a technology company as a trading firm. Our growth comes from hiring and training amazing people and giving them the tools they need to innovate. Our culture is casual and our careers are intensely rewarding.

[www.janestreet.com](http://www.janestreet.com)

► **LOCATIONS:** London, New York, Hong Kong, Amsterdam.

► **CURRENT VACANCIES:** quantitative trading, quantitative research, software development, business development (all these roles are full time roles).

► **INTERNSHIPS:** we offer summer internships in all of the areas listed above, however, these are all full for 2019.

► **CONTACT FOR APPLICATIONS/ENQUIRIES:**  
ldn-recruiting-team@janestreet.com

## LATENT LOGIC

Latent Logic is a spin-out from the Computer Sciences department at Oxford University, founded by Professor Shimon Whiteson and Dr Joao Messias in 2017.

[www.latentlogic.com](http://www.latentlogic.com)

► **LOCATION:** Central Oxford

► **OUR MISSION** is to use state-of-the-art machine learning to design autonomous systems which can work collaboratively alongside humans, through training these systems to imitate human behaviours extracted from video data. Our first product is building the virtual humans for the simulations used to test and train safer self-driving cars.

► **WE ARE LOOKING FOR** Research Scientists (typically with a PhD. in a relevant area) and Machine Learning Engineers in the fields of Computer Vision and Reinforcement or Imitation Learning, to join our growing team and help us achieve our mission.

► **WE OFFER** an open-minded, diverse and non-hierarchical culture where your ideas are valued and you can work alongside leading experts, in an exciting, tight-knit start-up environment where you are close to the action and can make a real impact on our culture, strategy and IP. We may offer share options so you can join in the future success of our growing company.

Direct experience in self-driving cars is not required. We have a diverse team and international candidates are welcomed.

► **CURRENT VACANCIES:** Research Scientist, Machine Learning Engineer.

► **CONTACT FOR APPLICATIONS/ENQUIRIES:**  
Applications@LatentLogic.com

## LINTSTOCK

Lintstock is a corporate governance advisory firm which designs and executes performance evaluations for leading international companies' Boards of Directors. We are looking to recruit Associate Report Writers to work as a part of our growing Board Review practice – successful candidates will progress towards writing narrative reports, the ultimate audience of which is the Boards of leading companies.

[www.lintstock.com](http://www.lintstock.com)

► LOCATION: Borough Market, London

► CURRENT VACANCIES: 3

► WHEN RECRUITING

► CONTACT FOR APPLICATIONS/  
ENQUIRIES: [oz@lintstock.com](mailto:oz@lintstock.com)

ASSOCIATES, we are looking for individuals who are analytical, pay great attention to detail, and possess excellent English writing skills. We have a strong focus on working accurately and efficiently, and on always delivering work of the highest standard.

Lintstock is a small, informal company with a flat hierarchy. The successful candidates would be welcomed into the Lintstock team, which embraces a number of principles including flexible working hours / holiday entitlement, regular team events, continuous learning, and access to the company gym and personal trainer.

## NOVO NORDISK

Novo Nordisk is a Danish global healthcare company and the world leader in diabetes care.

Our success is built on more than 90 years of innovation and complete dedication to our patients. We combine world-class scientific, pharmaceutical, and clinical expertise with the highest ethical standards to continually improve the quality of our patients' lives. As the global leader in diabetes care, Novo Nordisk delivers cutting-edge treatments to millions of patients across the world who are living with chronic diseases every day. We are also developing innovative treatments for people with other chronic conditions, such as obesity, liver diseases, cardiovascular diseases and kidney diseases, amongst others.

[www.novonordisk.com](http://www.novonordisk.com)

► LOCATION: Head office – Copenhagen, Denmark. Oxford Research Center. Employees in 80 countries globally.

► OUR RESEARCH & DEVELOPMENT ORGANISATION is at the very heart of Novo Nordisk's continued growth. It is an inspiring and ambitious environment to work in with extremely dedicated professionals. We are always open to welcoming talented people, eager to grow and learn with us.

► NOVO NORDISK RESEARCH CENTRE OXFORD (NNRCO) is an innovative target discovery and translational research institute with a focus on identifying new therapeutic opportunities for patients with type 2 diabetes and cardiometabolic diseases.

NNRCO is located in the Innovation Building on the Old Road Campus, Oxford. Building on a longstanding relationship, Novo Nordisk and University of Oxford have formed the landmark strategic alliance anchored at NNRCO, which has been in operation since mid-2017.

Our R&D organisation has research centers in Greater Copenhagen, DK; Oxford, UK; Seattle, USA and Beijing, China.

► CURRENT VACANCIES: All positions advertised on [www.novonordisk.com/careers.html](http://www.novonordisk.com/careers.html)

Novo Nordisk - Oxford Fellowship Programme - [www.rdm.ox.ac.uk/work-with-us/novo-nordisk-oxford-fellowships](http://www.rdm.ox.ac.uk/work-with-us/novo-nordisk-oxford-fellowships)

► CONTACT FOR APPLICATIONS/  
ENQUIRIES: Simone Bille – [soeb@novonordisk.com](mailto:soeb@novonordisk.com)

OxFORd Asset Management is an investment management company with a quantitative focus, based in Oxford, England. We invest and trade world-wide, 24 hours a day. Most of our trading is done automatically by our proprietary algorithms and software. Our team of mathematicians, scientists and engineers work with the latest technologies to develop these algorithms and tools to navigate a wide range of markets. Our team of 70 includes researchers, who identify opportunities and build our quantitative models and strategies, software engineers, who design the software that drives our investment strategies, and IT infrastructure specialists, who design and support our infrastructure. A large portion our researchers come from postdoc backgrounds, who go on to work on projects defining the Firm's future strategies.

[www.oxam.com](http://www.oxam.com)

► **LOCATION:** Oxford

► **WE ARE LOOKING FOR** exceptionally talented individuals who are ambitious and relish a challenge. We value mental flexibility, innovative thinking, and the ability to work collaboratively. Teamwork is as important to us as individual excellence. We are a great team of really smart and friendly people from a wide range of backgrounds. Nobody wears a suit to the office. We're a collegiate group with a flat management structure.

► **CURRENT VACANCIES:** Quantitative Analysts and Software Engineers

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** Charlotte Grant

Oxford PharmaGenesis is a leading independently owned HealthScience communications consultancy with offices in Oxford, London, Cardiff, Philadelphia, Basel and Melbourne. We provide a diverse range of communication services to the global healthcare industry that enable physicians, healthcare organizations and patients to make informed, evidence-based decisions about treatment.

We currently have 250 employees across our offices and 85% are educated to degree level and above. 95% of our writers and editors have PhDs, and many join us with post-doc experience. We are interested in applications from creative scientists who have a talent for writing, excellent attention to detail, great verbal communication skills and a desire to continue learning about advances in medicine.

[www.pharmagenesis.com](http://www.pharmagenesis.com)

► **LOCATIONS:** Oxford, London, Cardiff, Philadelphia, Basel and Melbourne

► **WE CURRENTLY HAVE 250** employees across our offices and 85% are educated to degree level and above. 95% of our writers and editors have PhDs, and many join us with post-doc experience. We are interested in applications from creative scientists who have a talent for writing, excellent attention to detail, great verbal communication skills and a desire to continue learning about advances in medicine.

► **CURRENT VACANCIES:** Current vacancies at entry level – Associate Medical Writers, Associate Editors, Project Assistants (leading to a career in project management). We also welcome applications from experienced candidates.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [lesley.beveridge@pharmagenesis.com](mailto:lesley.beveridge@pharmagenesis.com)

Perrett Laver was founded to focus on solving leadership challenges in mission-driven sectors. We are a leading firm working with top-ranked organisations in all of our sectors worldwide. We have deep passion for the outcomes and impact that our sectors deliver in society, with strong internal commitments to diversity, mental health, social mobility, education and justice.

We are 100% employee owned.

We are one of the global market leaders for educational and academic appointments, working with institutions around the world ranging from research universities to teaching and learning focused institutions.

[www.perrettlaver.com](http://www.perrettlaver.com)

► **LOCATIONS:** EMEA: Amsterdam, London, Oxford, Glasgow, Dublin; Asia Pacific: Auckland, Hong Kong, Singapore, Shenzhen, Sydney; Americas: Washington, Chicago, San Francisco, Vancouver.

► **CURRENT VACANCIES:** We are currently hiring new researchers.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** For enquiries please contact Laura Stuart, Head of Research, Higher Education and Research on [laura.stuart@perrettlaver.com](mailto:laura.stuart@perrettlaver.com)

The Researchers in Schools programme is the world's only route into teaching tailored exclusively to PhD researchers. We look for candidates with a desire to improve the educational prospects of pupils across the country and outstanding interpersonal skills to train to become classroom teachers. As a subject leader within your school, you'll help support pupils, regardless of background, to excel and progress to higher education.

[www.researchersinschools.org](http://www.researchersinschools.org)

► **LOCATIONS:** Various locations in England.

► **TALK TO US TO HEAR ABOUT** how our programme is specifically designed for doctoral researchers as well as the many unique benefits the programme can offer you, including:

- Generous funding, supported by the Department for Education
- Structured teacher training
- Protected time to focus on improving outcomes for pupils from underrepresented backgrounds, promoting university access and research
- The honorary academic status awarded from a research-intensive university

► **CURRENT VACANCIES:** Teacher training opportunities to teach Maths, Physics, Chemistry, Biology, Classics, History, English, Geography, Computer Science, French, Spanish and Mandarin.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** [apply@researchersinschools.org](mailto:apply@researchersinschools.org)

We combine clinical artificial intelligence technology and ethically sourced, anonymised patient data to help people everywhere get better care. To do this, we have created a unique partnership with the NHS that unlocks the value of electronic patient record data for research while safeguarding patient privacy. Alongside this, we develop clinically validated software applications that create clinician and patient benefit while providing highly curated data.

Our business aims to have a double bottom line, providing an attractive return to our shareholders and making a positive social impact; improving health and generating wealth that we share with our NHS Trust partners and the University of Oxford.

[www.sensynehealth.com](http://www.sensynehealth.com)

► **LOCATIONS:** Oxford and London

► **WE ARE LOOKING FOR** people looking to get involved in Clinic AI, Machine Learning, Big Pharma/Data

► **CURRENT VACANCIES:** Contract Senior Project Manager – Genomics Project, Data Engineer (in Pharma), Data Engineering Lead, Programmer/Developer – Bioinformatics, Senior Machine Learning Researcher, Senior Project Manager – Genomics Projects

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** Through the Sensyne Health website – or Matea Baric, Talent Manager ([info@sensynehealth.com](mailto:info@sensynehealth.com))

SIG is a global quantitative trading firm founded with an entrepreneurial mind-set and a rigorous analytical approach to decision making. Our Quantitative Analyst Programme is a unique opportunity for PhD graduates, straight from academia to work in an industry setting and develop the skills needed to build a successful career as a Quantitative Research Analyst. As a quant at SIG, you will gain insight into the world of quantitative trading, while working on research projects across a range of topics, like machine learning, anomaly detection, and many probability puzzles found in pricing and trading.

[www.sig.com](http://www.sig.com)

► **LOCATION:** Dublin, Ireland

► **CURRENT VACANCIES:** We look for recently graduated PhDs and post-doctorates who have a keen interest in quantitative trading. Students in their last year of PhD studies are also welcome to apply. The programme starts in September each year and we require prospective candidates to submit their thesis before joining the programme. The programme is a full-time role, based in our Dublin office. Successful candidates from past programmes have studied a range of quantitatively-oriented disciplines, such as mathematics, physics, engineering, computer science, and econometrics.

► **CONTACT FOR APPLICATIONS/ ENQUIRIES:** Apply online at [careers.sig.com](http://careers.sig.com)

# DRINKS RECEPTION

16:00-17:00

Inspiration, encouragement, and a chance to further your conversations.

## SPEAKER

### Keith Zimmerman

*Global Head, Professors, Research, and Translation and Joint Managing Partner, UK, Perrett Laver*

I lead the Global Research and Translation Practice and am joint Managing Director for Perrett Laver's UK business. I've spent much of my career in senior university administration positions, most recently as Secretary of The Open University (OU). At the OU, I was responsible for the University's effective governance, and all administrative and operational management including Student Services, Finance, Human Resources, Estates and Information Technology. I was also Chair of the board of FutureLearn, the open learning platform established in OU in 2012. Prior to joining the OU, I held the role of Director of Student Administration and Services at the University of Oxford and before that a number of roles at the University of Exeter, including that of Academic Registrar.

We are grateful to Perrett Laver for sponsoring the drinks reception to close this year's conference.



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## RESEARCHERS

Are you keen to know more about roles beyond academia?  
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To find out more, write to [contact@research-careers.org](mailto:contact@research-careers.org), and see what we're up to on Twitter and LinkedIn.

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Do you want to raise your profile amongst Oxford's researchers?

It is easy and quick to submit an employee profile to research-careers.org, and accompany this with a brief outline of your organisation.

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[www.research-careers.org](http://www.research-careers.org)



**University of Oxford  
Careers Service**

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Oxford, OX2 6PA

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**Telephone:**  
+44(0)1865 274646

**Email:**  
[reception@careers.ox.ac.uk](mailto:reception@careers.ox.ac.uk)

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Bespoke information for researchers:  
[www.careers.ox.ac.uk/researchers](http://www.careers.ox.ac.uk/researchers)

