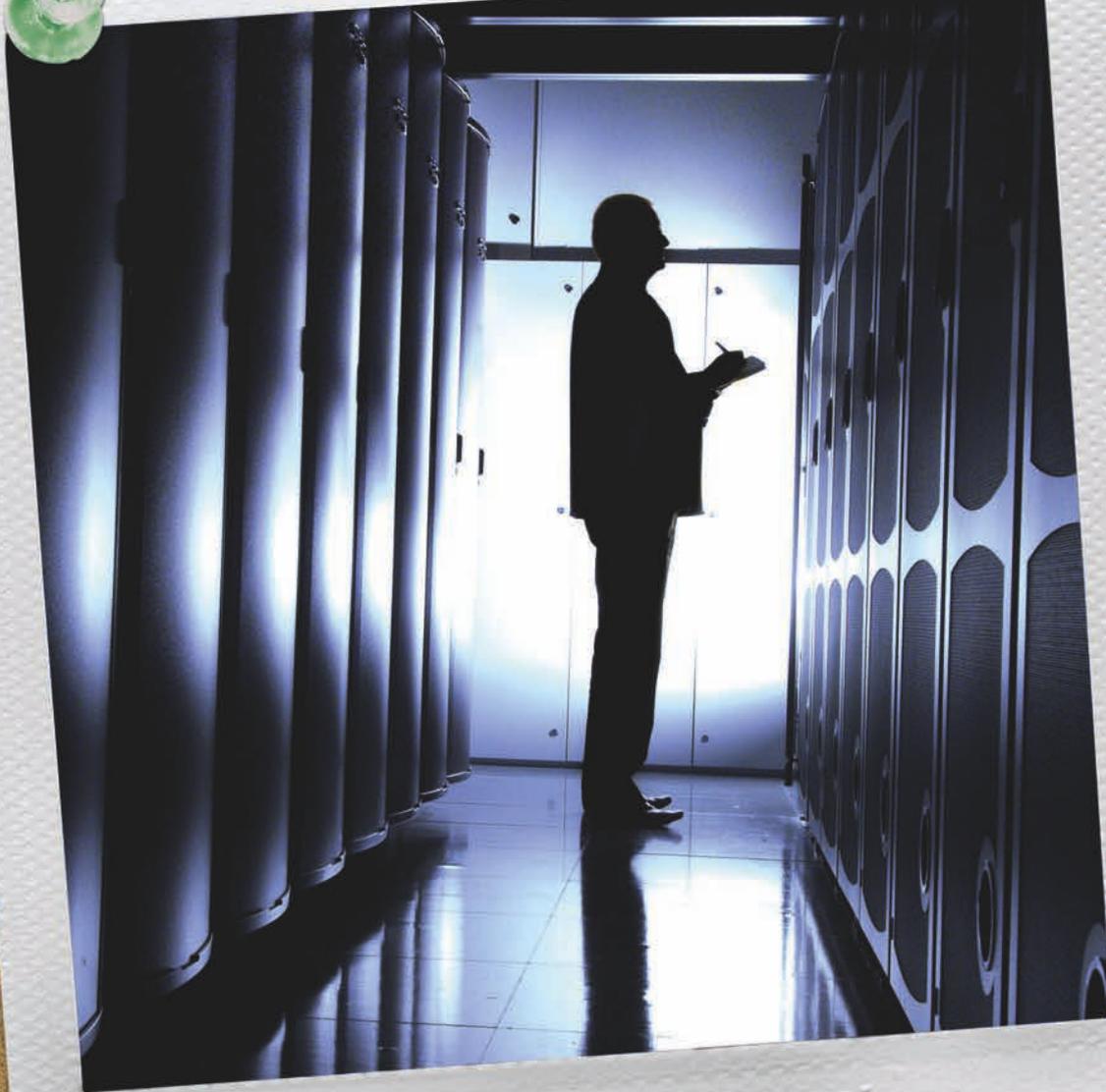


NewScientist
Careers Guide
The employer contacts book for scientists





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What's on your horizon?



ROBERTO CALZADILLA

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Looking for a new job? Or are you struggling with the one you've got? Maybe you just want to know what your boss gets paid. Look no further than this, our 2008 Careers Guide. Aimed at scientists, engineers and job-seekers at all levels looking to develop their careers, you'll find information on the UK's top scientific employers in our 40-page careers directory (page 18). We've also packed in advice from the experts, hunted down some lessons from the jungle and brought back our salary survey, bigger and better than ever.

In February last year, we lifted the lid on those bank balances and found out who's been hiding a six-figure salary and whose pay packet needs an upgrade. This year even more of you answered our questionnaire, and the results show some surprising trends. Along with your salaries, we also dish the dirt on which perks you have and which perks you wish you had – see how your career compares by turning to page 2.

If the thought of Monday morning brings you out in hives, your pay rise is more peanuts than pounds and your

manager's making a monkey out of you, try picking up some tips from the wild. On page 7, we look for the animal roots behind workplace politics and show how our wilder cousins might offer a few insights for surviving the office jungle.

Finally, it's time for some words from the wise on page 12, where eight leading scientists share the secrets of their success. After 30 years in research, Julia Higgins tells us of rewards and rejection, while John Mather describes the life-changing experience of winning a Nobel prize. Fertility expert Robert Winston is also on board to give advice on how to have more than one successful career at the same time, in his case the media, politics and academia. And Jeffrey Hoffman explains how it feels to have his feet firmly on the ground at MIT, having spent much of his career in space.

New Scientist's careers coverage doesn't end here. See the regular Insider section in the main magazine or visit www.newscientistjobs.com/insider for the latest careers news and trends from Scotland to Spain, engineering to energy, plus lots more advice from top scientists.

"Money isn't that important to you after all" **p6**

"Buying a round of drinks or a box of doughnuts for your colleagues might be more important than you think" **p9**

"The pursuit of science and knowledge is everything" **p13**

"You can never recreate the wonder of seeing the Earth for the first time" **p17**

Employer directory **p18**

How much are you worth?

Find out in our second annual survey of UK scientists' salaries

DO YOU ever wonder how your salary compares with others in your profession? Perhaps you're considering a career in science and wonder what the pay is like at the top. Sadly, getting an honest answer is tough. Job adverts infuriatingly announce pay as "competitive" and it's never easy to ask friends and colleagues. So we've asked them for you.

We quizzed readers of *New Scientist* and users of our jobs service, asking a series of probing questions about salary, career choices and benefits. Over 2000 of you responded, and here are the results.

Those of you working as professional

scientists enjoy an average salary of £33,400, a massive 18 per cent higher than last year, when our survey said you were earning £28,200. Unfortunately, this huge hike partly reflects the fact that this year's respondents are on average slightly older and more experienced than last year's. Nevertheless, there's no doubt scientists' salaries are on the up. According to our calculations, 9 per cent of this increase is genuine financial gain and definitely worth applauding – it substantially beats the national average of 3.7 per cent.

There are some telling differences between sectors, though. Scientists working

for the government are the most poorly paid, with an average salary of £30,620, more than £5000 per year lower than the average industry salary.

It also matters where in the country you work. Average salaries are, unsurprisingly, highest in London and the south-east. Remarkably, the next highest earners are in north-west England – you take home almost £3500 a year more than your neighbours in Yorkshire and Humberside, where scientists are the most poorly paid of all (see "Regional salaries", page 4).

At the beginning of your career it makes little difference whether you work in industry or academia. As research assistants or technicians, you're earning between £20,000 and £25,000, slightly better than a teacher's starting salary (see "Your job status", page 4).

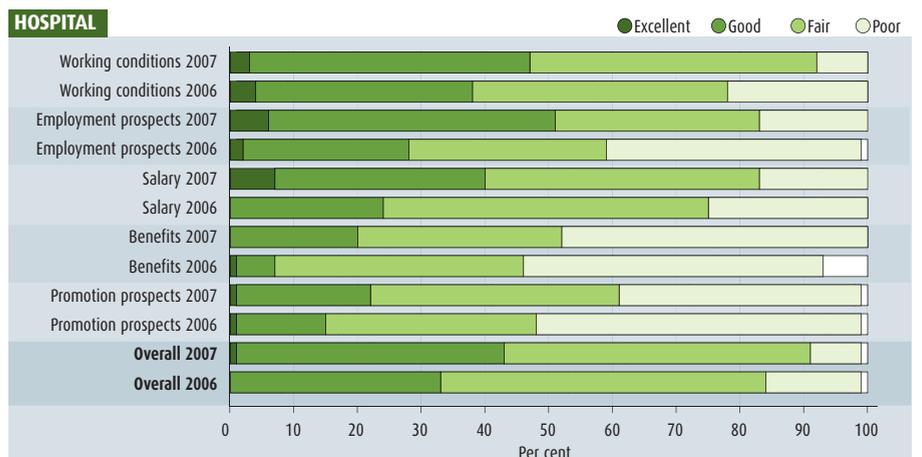
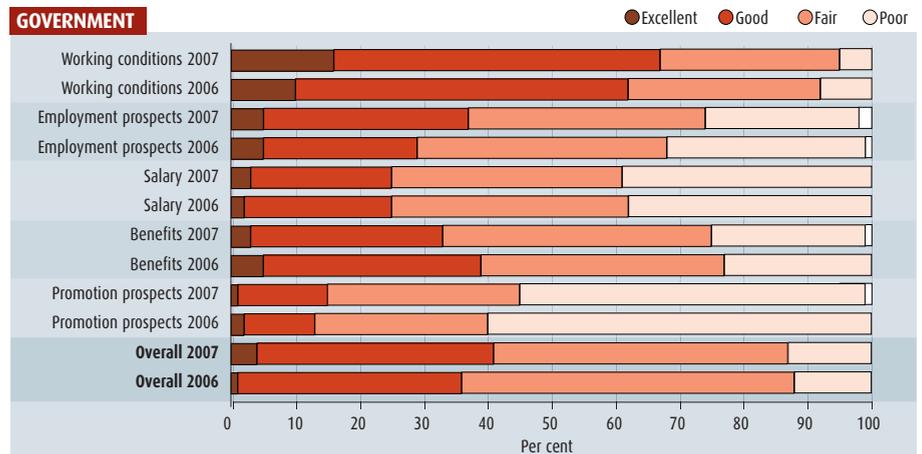
As you climb the career ladder, salaries in industry, academia and the public sector start to diverge (see "Salary by years worked", page 4). A senior research manager or company director in industry can look forward to an average salary of over £64,000, a full £20,000 higher than those

21k
Average starting salary

84%
received a pay rise

Survey conducted by Reed Business Research and sponsored by scientific recruitment company SRG

How would you rate your employer?



with similar responsibilities in academia.

Most scientists who remain in academia sacrifice pay for the benefits of autonomy, says physicist Averil Macdonald, who works part-time as a professor of science communication at the University of Reading, on a salary of £52,000 pro rata. Macdonald supplements her income by working as an author and consultant – a freedom she relishes. “What I love about the job is that nobody tells me what to do,” she says. “I can work whatever hours suit me, or at home if I prefer, which is useful if you have children.”

Having children may be one reason why our salary survey shows a clear gender gap, which becomes increasingly apparent as your career progresses (see “Salary by gender”, page 4). Even early on in their careers, women earn over £2000 a year less than men. After working in science for 20 years or more, this difference grows to more than £11,000.

“A similar situation can be seen across all areas of science,” says Annette Williams of the UK Resource Centre for Women in Science, Engineering and Technology. “Women proportionally earn between 10 and

Who are you?

An evenly distributed mix of men and women throughout the UK took part in our survey, with an average age of 38. You’re a well educated lot – over 60 per cent have a PhD or master’s degree – and cover every rung of the ladder from research assistants to company directors. Half of you work in industry, a third in academia and the rest in government and hospitals.

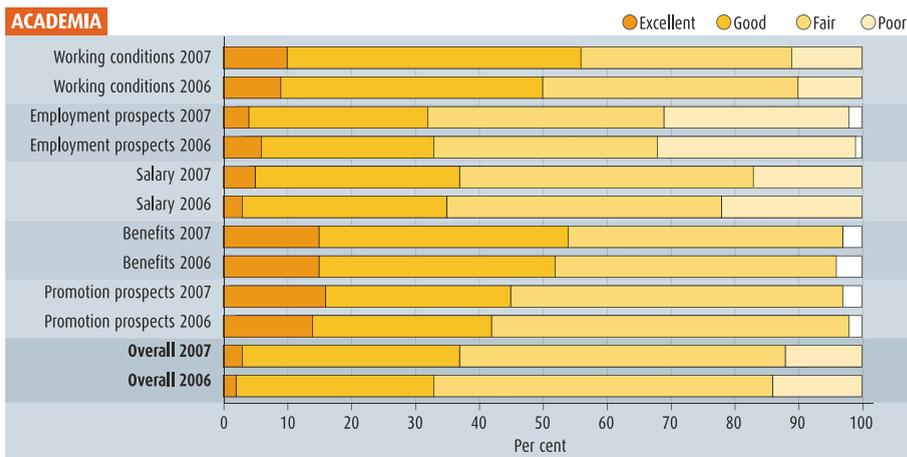
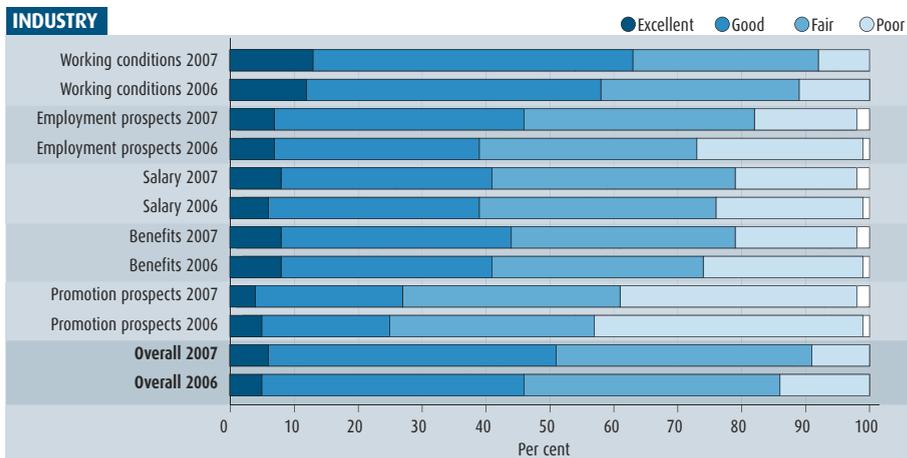
25 per cent less than their male colleagues.” The difference is partly because fewer women make it to the most senior positions, and partly because part-time work, predominantly done by women, is undervalued. “The mean hourly pay for part-time scientists is around 16 per cent lower than for those working full-time,” says Williams.

It isn’t all bad news, though. Many of you enjoyed a healthy pay rise this year. The average salary of a university postdoctoral researcher jumped more than £2000 between 2006 and 2007, a 7.5 per cent increase. This is a likely reflection of the

increased funding given to research councils in recent years. “The government has doubled its science budget in the last decade,” explains Hilary Leever of the Campaign for Science and Engineering.

Among our readers, those of you working in hospitals saw the biggest pay rise – your salaries hopped up by more than a quarter. It looks like scientists have benefited from the recently implemented pay restructuring in hospitals. “There has been a massive job evaluation across the whole health service,” says Roger Jeary, director of research at the union Unite, which represents private sector and health service scientists. “I always thought scientists in the health service were extremely badly paid relative to the private sector. It doesn’t surprise me that they have done well out of the changes.”

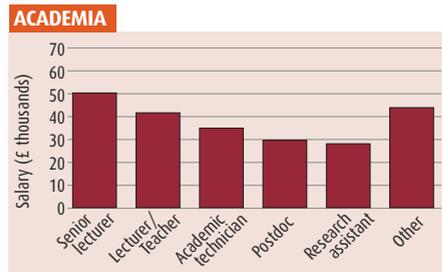
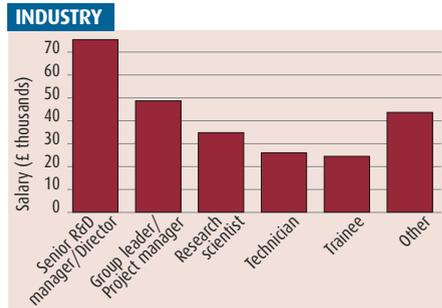
“We must get this positive message to young people,” says Leever. “They are given a stereotypical image of scientists as underpaid and overworked. This isn’t really true any more. There is scope within science to earn high salaries, and science is an expanding sector with a lot of opportunity.”



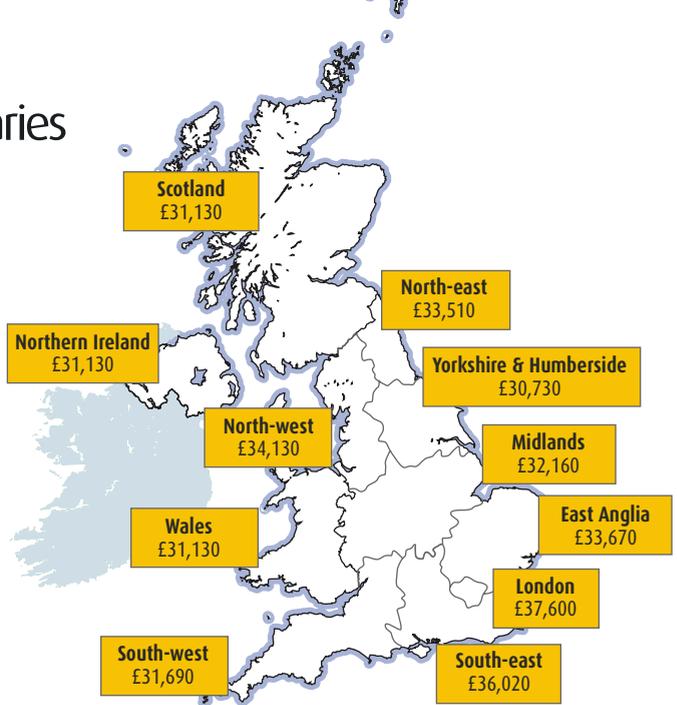
45k
Average salary after 20 years

5%
rate your employer as excellent

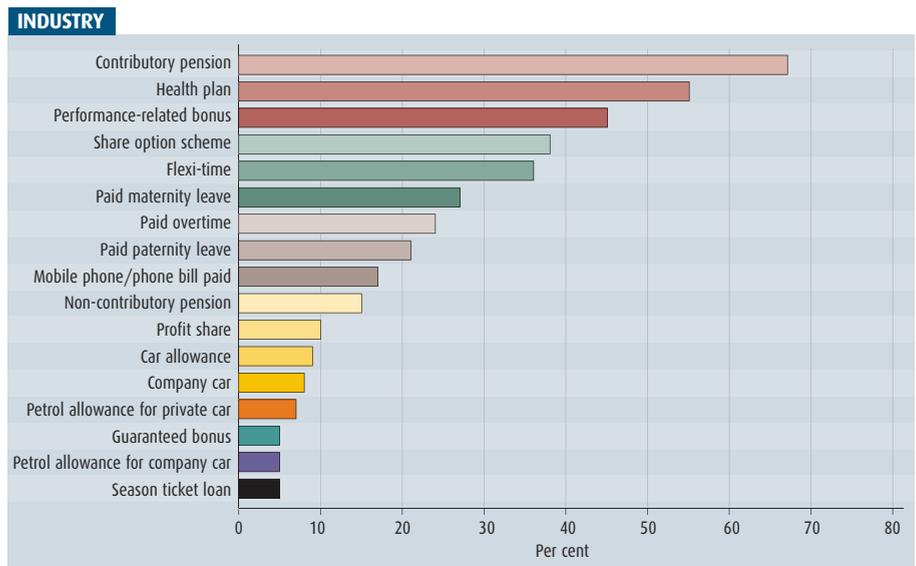
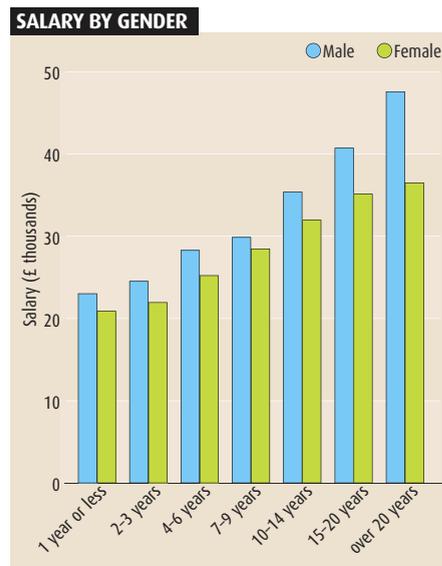
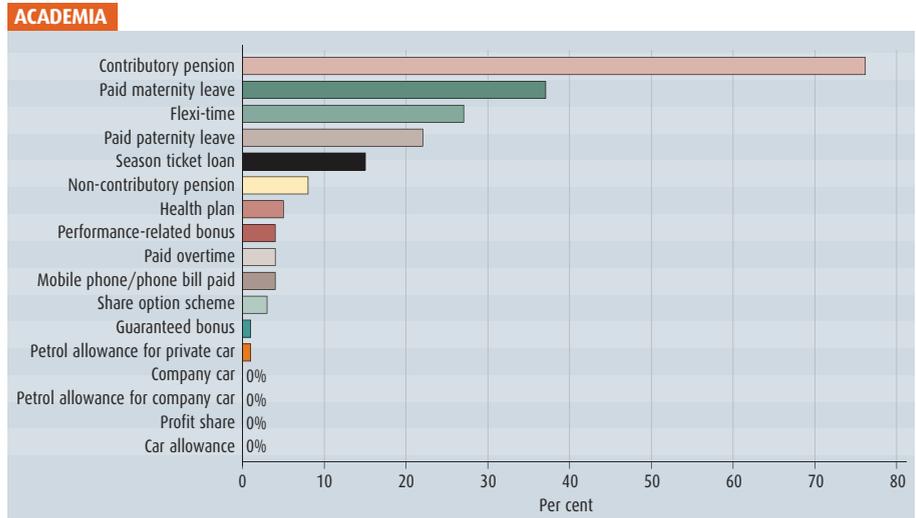
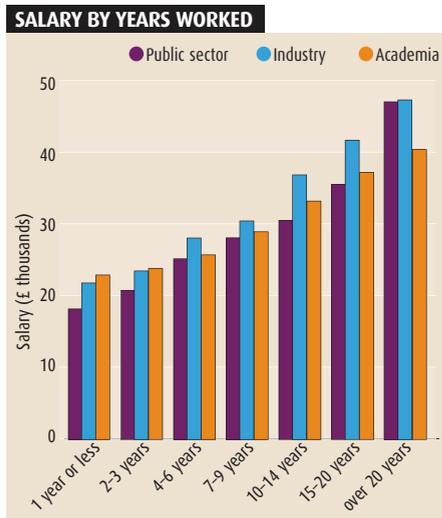
Average salary



Regional salaries

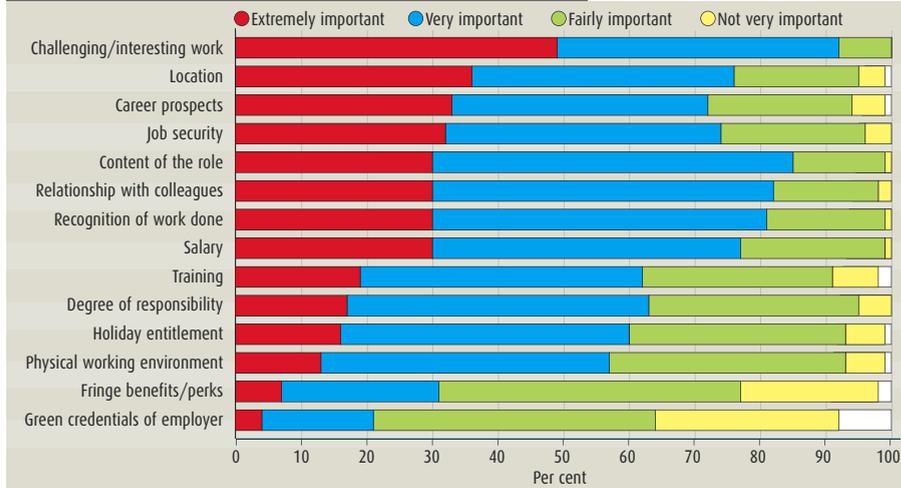


Current benefit package



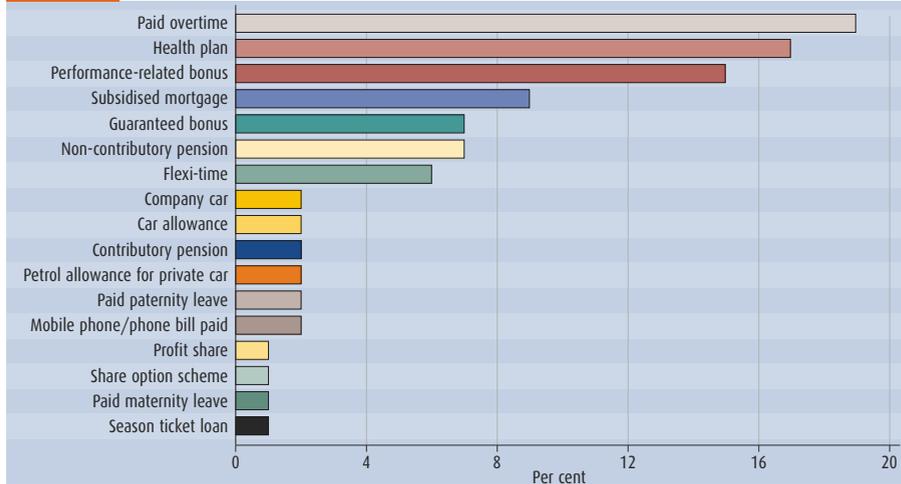
Changing jobs

IF YOU WERE TO CHANGE JOBS, HOW IMPORTANT WOULD EACH OF THE FOLLOWING BE?

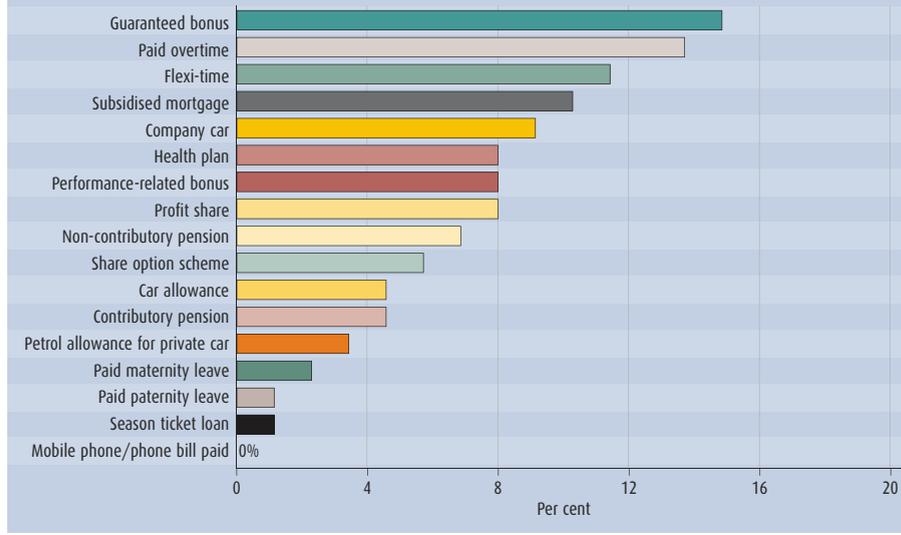


Benefits would most like to receive

ACADEMIA



INDUSTRY



How are you feeling?

Despite a tidy pay rise, it seems you are fairly disgruntled with your employers. We asked how you rate your employer in five areas: working conditions, employment prospects, salary, benefits and promotion prospects. Only 5 per cent rated your employer as excellent overall. Worryingly, over half of you rated your employer as poor or fair in every category except working conditions. You are especially fed up with your promotion prospects and benefits, which over a quarter of you said were poor. This was most apparent for those working in hospitals: nearly half of you complained of poor benefits, and not a single hospital scientist thought their benefits were excellent (see “How would you rate your employer?”, page 2).

Overall, around a fifth of you think your salary is poor. Government scientists are particularly unhappy – 39 per cent think their salary sucks. Promotion prospects seem especially bleak for government scientists too, with 54 per cent rating their prospects of climbing the ladder as poor.

Hardly surprising, says LeEVERS, given the declining investment in government science. “While the Blair government clearly increased investment in science, a decision was obviously taken to reduce investment for science in government departments,” says LeEVERS. “This is being reflected in salaries and job satisfaction amongst government scientists.”

Sue Ferns of Prospect, a trade union for professionals, agrees. “Morale is pretty low in public-sector science,” she says. “Although many of our members are still very engaged with the science itself, they are sick of the uncertainty over funding and the constant organisational change. They feel stuck because the career prospects aren’t there.”

Prospect is campaigning about the perilous state of public-sector science. Last year, a survey of their members, almost all of whom work in the public sector, found that 4 in 10 working scientists were either unsure whether they would stay in science or certain they would leave. The exodus is not because of a dislike of science – 77 per cent said better pay and improved working conditions would convince them to stay. “The public sector is the only area that does long-term strategic research to underpin policy-making,” says Ferns. “A gradual depletion of scientific capability in

government will be absolutely disastrous.”

In general, it's those of you in industry that have the most to smile about. Private companies were given fewer poor ratings, with over half of their employees rating them as good or excellent overall. So what are these employers doing to make life that little bit brighter? Industry employers appear to offer a good range of benefits (see “Current benefit package”, page 4). More than half of you get a health plan and 45 per cent earn performance-related bonuses. The majority of pensions are contributory, but 15 per cent of you have a pension plan you do not have to pay into. Flexitime and share options are each enjoyed by more than a third of you.

In academia, benefits are sparse by comparison. A contributory pension is the most common benefit, but very few of you have a health plan or performance-related bonus. There are no company cars, no guaranteed bonuses and very little paid overtime. Scientists who are mothers do better for working in academia – 37 per cent get paid maternity leave above the statutory entitlement, compared with 27 per cent in industry. But the opposite is true for fathers – paternity leave arrangements are slightly better in industry than in academia.

When asked what benefit you would most like to receive, academics spoke with a fairly united voice. “We want paid overtime, health plans and performance-related bonuses,” you said, loudly.

Those working in industry showed a much wider range of desires. Interestingly, a guaranteed bonus was the benefit most commonly desired. So performance-related bonuses, a common perk in the private sector, aren't so welcome after all? “This is what you find across all employment sectors,” says Jeary. It is usually the case, he explains, that those who don't have performance-related bonuses clamour for them. But once people have had them for a few years, they become disillusioned and don't want them any more. “The bonuses are financially limited and not everybody gets the big reward.”

Finally, we asked you: if you were to change jobs, what factors would be important? It's no surprise to find that your biggest concern was whether the work was interesting and challenging – this is extremely important for almost half of you (see “Changing jobs”, page 5). Location was the next most important issue, followed by career prospects and job security. What is surprising is that salary comes halfway down the list, in eighth place. So money isn't that important to you after all. Your relationship with your colleagues means more to you than how much you earn. We always knew scientists were a sociable bunch.

CASE STUDY: THE ACADEMIC SCIENTIST



Sarah Reece, junior research fellow, University of Edinburgh

Age: 30

Current salary: £34,830

SARAH REECE is in the early stages of what looks like

being a highly successful academic career. After a PhD at the University of Edinburgh and two years as a teaching fellow at the University of Stirling, she won a junior fellowship from the Natural Environment Research Council. Reece now runs a small research group, comprising two students and two staff, working on the biology of malarial parasites.

“I have to find all the funding for my research group, so I spend a lot of time writing grant proposals,” she says.

Having chosen the academic path, Reece is one of many scientists who benefited from the national university pay review in 2006. “Most people here got a pay rise,” she says. Reece's salary was

increased by £1500. Combined with annual increments, her pay has risen by well over £7000 in three years. “I started on £27,116 a year. Now, I'm very glad to be earning more than my age.”

With her fellowship coming to an end, Reece has secured a five-year intermediate research fellowship from the Wellcome Trust. It comes with a salary enhancement that will put her pay up to £42,330. The enhancement is standard for the Wellcome Trust, which offers competitive salaries to attract clinicians for medical research. “I'll be earning a lot more than other research fellows doing the same job,” says Reece, “so I will feel a bit guilty – but not enough not to take it.”

She is lucky, or perhaps canny, in her choice of research, for while it covers pure theoretical biology,

it is also of major medical importance. This allows her to approach a wide range of research councils for money.

Reece pays into the university pension fund, and her position offers maternity leave and the option of working part-time, but she doesn't find she hankers after any other benefits. Like most academic scientists, what Reece enjoys most about her job is the intellectual freedom. “I can make my own timetable and spend time finding out about things that interest me,” she says.

Reece is not daunted by the uncertainties of forging a career in academia, which helps explain her early success. “I'm quite young to be where I am,” she admits. Five years from now she hopes to obtain a senior fellowship, which might one day lead to a permanent university position.

CASE STUDY: THE INDUSTRY SCIENTIST



Adam Burnley, embryologist, Bourn Hall Clinic, Cambridgeshire

Age: 39

Current Salary: £40,000

ADAM BURNLEY has been working at the Bourn Hall

private fertility clinic for 21 years. He joined the clinic straight out of college, and is now a state-registered embryologist and deputy manager of Bourn Hall's laboratory, with five staff working under him.

“Being an embryologist is very hands-on,” he says. “Everyone in the lab does the same work – we maintain people's eggs and embryos, manipulate eggs and sperm, and manage a large sperm bank.” In an NHS clinic this is where the job description would end, but at Bourn Hall, Burnley also has responsibility for the success of the business itself.

Up until 2005, Bourn Hall was owned by the pharmaceutical company Serono. Now it is

independent, owned by its management, and employs around 120 people. This means finances are tighter and there is little hope of having the occasional quiet year, says Burnley. “Since the management buyout, we've become even more focused on treating patients as well as possible.”

Burnley also organises publicity events and monitors customer care, and is in charge of meeting the standards for the annual inspection by the Healthcare Commission.

Industry scientists often have to balance the demands of science and business. In light of this, the company offers generous training assistance, says Burnley, who has himself recently completed an MBA.

Burnley is more than happy with the extra perks that come

with a job in industry. He has a good company pension scheme, life assurance and a performance-related annual bonus. There is limited flexitime, because most aspects of IVF treatment are necessarily very time-dependent, but this doesn't bother him. “We have very good working conditions,” he says, “and a beautiful rural setting.”

As well as offering fertility treatment, the company has an arm that conducts clinical trials, and staff bonuses are based on combined profits from both sides of the business. Burnley feels this is a good incentive to work hard and cooperate effectively with his colleagues. “If there are no profits, we get nothing,” he says. “And both sides of the business have to perform well, so we help each other out wherever possible.”

It's a jungle out there...

Manager making a monkey of you? Can't negotiate a pay rise for peanuts? **Anna Gosline** suggests it's time to acknowledge the true masters of office politics, and maybe pick up some tips from the wild...

THE modern workplace is a long way from the leafy enclaves of our primate ancestors or even the small, tribal villages of early human history. Office work seems unconnected with our most basic activities, such as gathering food, having sex (at least in theory) and rearing children. Certainly you'd be unlikely to find working mums trading babysitting credits for a promotion, or executives indulging in a satisfying round of grooming after clinching a big deal.

Yet the office and the jungle are surprisingly similar in other ways: both are ruled by stringent hierarchies, they are grounded in the need for cooperation, and complicated by the drive to compete. Add in the risk of hostile takeovers, a marketplace of favours and favourites, brazen social opportunism and a long-held tradition of brown-nosing, and you can't tell the savannah from a forest of cubicles. So if you're stumped by office politics, or want to learn the best way to deal with aggressive colleagues or unreasonable bosses, then our wilder cousins might offer a few insights into how to survive the office jungle...





1 Teamwork pays

Getting ahead in animal society is not a solitary pursuit. Just like any successful business, social groups of animals must work together to achieve common goals. They hunt together, keep a collective eye out for predators, defend territory and even raise offspring in communal crèches.

Such niceties are rarely done for free, however. Biologists explain the evolution of costly cooperation between unrelated animals through reciprocal altruism, or “I’ll scratch your back if you scratch mine”. For example, Frans de Waal from the Yerkes National Primate Research Center at Emory University in Atlanta has shown that captive chimps who spend the morning grooming a compatriot are much more likely to receive food from that buddy in the afternoon.

Male chimps also form coalitions in order to overthrow a reigning boss. It’s a risky endeavour compared with a little grooming, so in return for helping him rise to the throne, the newly established alpha male may give special privileges of food or sex to his buddies, says de Waal. Studies also show wild chimps share their hard-won meat with other males in return for support in fights. “Altruistic behaviour can be used as an investment – it’s a business strategy,” says Dario Maestripieri at the University of Chicago, author of *Macchiavellian Intelligence*, a new book on the power politics of rhesus macaques.

But even as individuals struggle to rise in power and status, the need for wider cooperation is never forgotten. “Male chimpanzees compete over rank, but at the same time they have a single territory that they have to defend all together,” says de Waal. “So there is this dilemma. Corporate life is very much like this. You do want to be at the top of your corporation, but it has competitors. If you don’t get your act together within the company, it is going to go under.”

For the average office worker, the lessons from the jungle are simple: to get ahead you have to cultivate strong working alliances, offer assistance and call in favours when you need them. The most impressive colleague – however hirsute – is one who not only shines individually, but gets the whole team to thrive.

2 Be nice, and show it!

When assembling a management team or committee, most employees seek out the best team-workers. So what can our jungle cousins tell us about how to get picked?

Last year Alicia Melis of the Max Planck Institute for Evolutionary Anthropology in Leipzig, Germany, and her colleagues presented chimps living at the Ngamba Island Chimpanzee Sanctuary in Uganda with a task. The task required that two ropes – too far apart for one chimp to reach alone – be pulled simultaneously to bring a tray of food within reach. At the beginning, the chimps showed no preference for partners, but they soon learned that one dominant male, Mawa, was a bad cooperater: he always pulled his rope too soon, meaning no food arrived. A younger chimp named Bwambale, however, waited for his partner to pull. After a few tries, the chimps showed a distinct preference for working with Bwambale.

In humans, being seen to be good at

cooperation appears to be just as important as the act itself. Experiments consistently show that people are “nicer” when they think someone is watching. For example, Pat Barclay at Cornell University in Ithaca, New York, and Robb Willer of the University of California, Berkeley, showed last year that people actively compete to appear more generous than others when playing a cooperative money game in which it is beneficial to be picked as a partner. In humans, it seems, public acts of altruism might serve as a signal to potential partners that they are good cooperators, helping them secure a spot on the work team.

So buying a round of drinks or a box of doughnuts for your colleagues might be more important than you think: it shows you’re willing to pitch in for the group. At the end of the day, though, you’ll still be judged for your cooperation skills on the job.

4 Be a good boss

3

Sucking up can pay

With every hierarchy comes brown-nosing, blatant pandering to those of higher status for resources, favours and support against foes. In the wild, one of the clearest examples comes in the form of grooming. Those at the bottom of the ladder spend more time grooming those above, who in turn spend more time grooming those above them and so on.

Last year Gabriele Schino at the Institute of Cognitive Sciences and Technologies in Rome published an analysis of grooming behaviour in 14 different species including capuchin and vervet monkeys, baboons, macaques, bonobos, and chimps. She found that primates who took the extra time to groom compatriots did indeed receive more support in fights.

Rhesus macaque subordinates can play this relationship in reverse; when a strong, dominant male is engaged in battle, a lowly male might enter the fray to back up his leader. Of course, says Dario Maestriperi of the University of Chicago, the dominant male doesn't really need assistance. "Essentially, the adult males are not really helping; they are just sucking up to higher-ranking individuals at a minimal risk or cost to themselves."

Brown-nosing in the corporate world might seem despicable, but keeping yourself in good grace with the executive set can be useful – they are part of the team, too.

Every leader has their own style. Some are just and reasonable. Others randomly throw insults, chairs and tantrums in a bid to retain supreme control.

Primates are just as guilty. A few years ago, researcher Joan Silk from the University of California, Los Angeles, argued that random acts of aggression – such as a dominant female baboon launching herself on an unsuspecting subordinate – are a very effective way to reinforce the status quo. The attack costs very little to the dominant female, as the element of surprise means there is very little chance of defence or counterattack, but it's a punishing blow to the junior baboon. Being constantly wary of attack leads to greatly elevated levels of stress hormones called corticosteroids, and if stress stays high for prolonged periods, subordinate monkeys can suffer a whole host of health problems, from high blood pressure and a weakened immune system to reduced fertility.

Never knowing when or why your boss is going to explode is strong incentive to always stay in line. Likewise some alpha chimps and ruling rhesus macaques can be truly beastly to those beneath them, harassing and attacking, stealing meat, occupying prime feeding sites and jealously guarding mating rights.

But though this behaviour might bring you supreme power, excessive boorishness carries its own problems. An alpha chimp will have to fight constantly to maintain rank, raising stress levels for everyone in the group, itself included. Overly harsh treatment of juniors can even evoke vociferous group dissent from an angry chorus of outraged females.

On the flip side, there are populist alpha males, as de Waal calls them, who defend the weak and are loved by everyone because they bring stability and calm. "That kind of male is very hard to overthrow."

One instructive example of good bossing is the highly successful alpha male Ntologi, who lived in the Mahale Mountains in Tanzania until his death in 1995. According to Toshisada Nishida, of Kyoto University in Japan, who studied this group, Ntologi was no slouch – he would throw rocks, shake branches and slap tree trunks to make sure everyone knew who was in charge. But he also shared his meat, a valuable commodity, with younger males to win their support.

Ntologi also practised the classic "divide and rule" technique for effective management. When he witnessed the two lower-ranking males, beta and gamma, grooming each other, he stepped in to break up the love-in, as these types of underling coalitions

5 Kiss and make up

Squabbles are just a fact of life among any society, either animal or office. But in the animal world, when relationships are important, they take the time to reconcile.

Who makes the first reconciliatory advances after a fight varies between species. For instance, after two female baboons have it out, the winner might go up to the loser and grunt softly to her. It diffuses the tension, says Silk, and communicates that hostilities have ceased. "So you had your little explosion and now you're done. You've got to be able to say that you're done." Other species have different traditions; chimps may embrace and kiss after a fight. Often the one who gets beaten up makes the first move. Dolphins rub, goats nuzzle and bonobos have sex.

Conflict resolution is more likely to occur in close relationships, between highly

cooperative relatives, say, or members of coalitions. These relationships are valuable, and both parties have strong incentives to repair bonds after fighting. For example, researchers trained pairs of long-tailed macaques to sit side by side at a dispenser in order to receive food, thus raising the value of their relationship. These pairs were then significantly more likely to show reconciliatory behaviour. Of course, it is these close relationships where fights are more likely to strike up anyway, says de Waal.

If you can't just up and quit, it's vital to repair critical working relationships. Studies on primates show reconciliation reduces stress and decreases the chances of subsequent flare-ups. Winner or loser, starter of hostilities or not, take a moment to show you value and appreciate your colleague. How you do that is up to you. "But you don't necessarily want people to go the bonobo way in the workplace," says de Waal.

can lead to a hostile takeover attempt.

Some human bosses do this too, says de Waal. It happened to a friend: "[Her boss] tried to undermine all the contact she had outside of the group he was directing. People do it unconsciously but it is the same as the separating interventions in chimpanzees. They try to isolate people so that their loyalty to the boss is higher."

Being a good boss is a careful balancing act of control, leadership and motivation. Taking too harsh or soft a tack can prove disastrous for morale and output. Keep an even keel, take the time to cultivate support, and keep briefcase throwing to a minimum. Because unlike monkeys, workers can quit.

"Keep briefcase
throwing to a
minimum. Because
unlike monkeys,
workers can quit"



6

Play fair

There are few things more irksome than discovering that your colleague receives a better pay package than you for the same job – or even worse, for an easier job. Likewise, your blood is sure to boil when a co-worker gets all the credit for what was essentially a team effort. Both situations are blatantly unfair and are unlikely to foster a harmonious working environment. This sense of justice is not just a human trait. Even monkeys can spot a raw deal.

In 2003 Sarah Brosnan, now at Georgia State University in Atlanta, and de Waal found that brown capuchin monkeys would not tolerate unequal pay. The researchers had taught the monkeys to trade tokens (small granite pebbles) for food – both the lowly cucumber slice and the highly prized grape. If the experimenter gave one monkey a grape for her token and the other just a cucumber, the short-changed monkey would effectively go on strike – refusing to exchange the token and even refusing the cucumber. "The strength of the response really surprised us. We had situations where capuchins were rejecting 80 per cent of their rewards, and that's a lot," says Brosnan.

Still, she was expecting these monkeys to be able to spot unfairness. Capuchins are among the few primates who hunt together – most often for giant squirrels – and share their food. "If you have an ability to judge inequity then you have the ability to judge if your partners are good, or if you need to find a new friend," says Brosnan.

In the workplace, keeping things fair and square is of the utmost importance, especially among people you have to work with day in, day out. So learn a lesson from a capuchin: don't take undue credit for jobs done collectively, or people will likely stop wanting to work with you. Even among friendly colleagues, when inequities start becoming apparent, it's a strain. It's also probably best to keep mum about your salary. Just in case...

Want to succeed in science? Hazel Muir hunts down the experts to uncover their trade secrets...

Insider Knowledge

ESA/ROSEBERG (HELIUM)

THE “BIG SCIENCE” LEADER



David Southwood is director of science for the European Space Agency (ESA). Based in Paris, France, he has the daunting task of overseeing the agency's ambitious scientific spacecraft missions, such as the hugely successful Mars Express orbiter and the landing of the Huygens probe on Saturn's moon Titan in 2005.

A flavour of your job? Building a space mission is extremely complicated. There is lots of negotiation with the scientific community in Europe and beyond. We have to decide what we're going to do, how we're going to do it and make sure everyone delivers on time. Inevitably, my life is full of the unexpected.

Most rewarding aspect? Seeing the results coming in. It's a big kick to see a spacecraft launch, but that's just having the baby born – you want to make sure it's got the right number of toes. The best bit

comes later, when you can be sure that all the bits are working the way they should and the science is starting to flow.

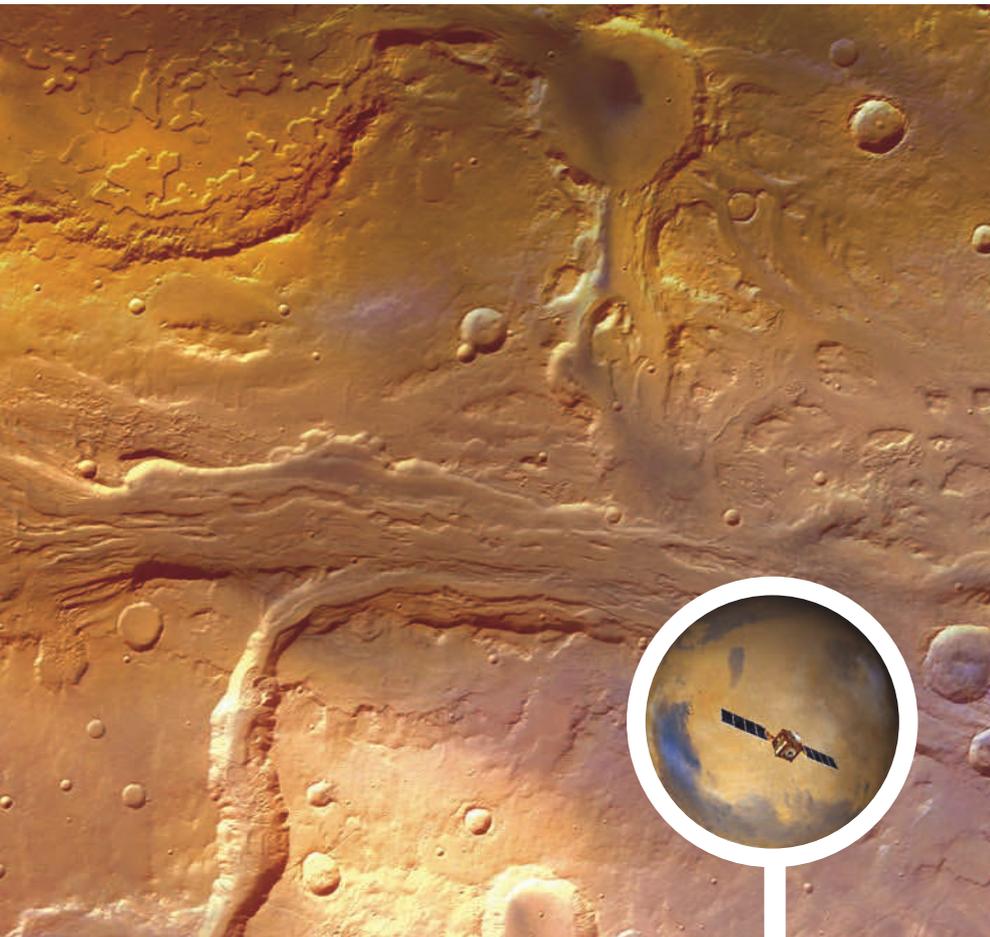
High point? When the Huygens probe landed on Titan and we were seeing the images – that beats anything. I was just incredibly relieved and terribly elated that everything worked. That's a memory that will always be with me.

The low? All the finger-pointing after the Beagle 2 lander failed. At times I felt under attack for no good reason. Everybody knew that Beagle 2 was a high-risk activity, and that means it can fail. It's water under the bridge now, however.

Workload? You never really stop work. I do get tired from the amount of travelling and long hours, but it's a very interesting job with an enormous amount of variety.

Essential qualities? Being capable of taking an overview, not getting lost in detail. That doesn't mean being slapdash, but you have other people to do the detail for you. I have enormous trust in the people I work with, so this isn't a problem for me.

Wrong person for the job? If you're nervous you shouldn't do this job, because spacecraft launches are a high-risk business. Staying calm is very important. You have to make everything as safe as you can make it, but you don't gain anything from biting your nails, apart from rather inelegant nails.



THE INDUSTRY RESEARCHER



Jose-Carlos Gutierrez-Ramos is a high-flying immunologist at GlaxoSmithKline R&D and is based in Stevenage, UK. He heads a centre of excellence developing drugs for immune and inflammatory disorders such as allergies and multiple sclerosis.

My role is to develop the best drug discovery programme internally, recruit key talent and form strong collaborations with the academic community and small biotech companies. It's hectic, intense and it absorbs me completely.

What drives me is making a difference to patients' lives. My family, your family – we are all patients. I'm a cancer survivor and I fully understand the difference it makes to have a medicine that allows you to live.

The main difference between industry and academia is the team spirit. In academia, you are for the most part on your own, and it's a lonely road. In industry, because of the scope of the task in front of you, you have to collaborate. You also have to learn about the business and commercial challenges to understand your goals.

You must have a passion for science, no matter how managerial you become or how many people work for you. It's important also to listen to your peers and learn from them, to be respectful and also challenge quality.

There are so many different opportunities and possibilities in drug development. What is most difficult for a curious mind is to prioritise and focus. That's the only way to deliver medicines.

Science must be what drives you. In this job, the pursuit of science and knowledge is everything. Be ready to work hard, not because anybody's going to impose it on you, but because it's going to be so absorbing and so fascinating that you will be on a roller coaster of excitement and challenges.

The atmosphere at ESA? Very international and a lot of fun. The fact that everyone can pull together is an incredibly positive thing – and these different cultures and educational backgrounds give you a much broader, better approach in tackling complex problems.

Important lessons? Try not to make assumptions – don't just assume everything is alright. We started one programme called Lisa Pathfinder too early because I trusted too much in the scientists' enthusiasm and their assurance that everything that needed to be understood was known "in principle". That's far from "in practice", and I feel we've had difficulty grappling with the technology.

Good advice? I'm often asked, "How can I become ESA's director of science?" But you shouldn't target any particular job, because you can be disappointed. Focus on four or five different interesting aspects for your future. Remember what Darwin said – it's not the strongest animals or the smartest species that survive, it's the ones that adapt to change.

There aren't many projects as challenging as launching a successful space probe such as Mars Express (above)

"If you're nervous you shouldn't do this job. Launches are a high risk"



Jacobo Konigsberg from the University of Florida in Gainesville is a co-spokesman and joint leader of the CDF collaboration

A flavour of the job? It's very diverse. There is scientific leadership for the experiment, and representation of the experiment to Fermilab and funding agencies. I do a little bit of everything – the physics, the experiment operations, presenting our results in conferences and making sure that the programme is really first class.

The rewards? The thrill of the search. There's a lot of pride when you build part of the experiment then later realise that it's yielding incredible results. In particle physics, you're really pushing the boundaries of knowledge and answering very fundamental questions. What is the smallest thing there is and how does it work? How does that relate to the beginning of the universe? It's an incredible privilege.

The highlights? I led one of the teams that discovered the top quark, and that experience was amazing. In the textbooks I studied as a student, they talked about the possibility of the top quark existing and represented it as a question mark. We erased that question mark forever.

Essential qualities? I say it's the three Ps – you need a lot of passion, a lot of patience and a lot of persistence. You need patience because it takes a long time to build the experiments and a long time to gather the data. Creativity is very important as well. And good communication skills make people more successful because they are able to present things enthusiastically and coherently.

The atmosphere at Fermilab? It's wonderful, because so many people are committed to very similar goals. Lab life on the other hand is less diverse than a university environment. But Fermilab also maintains a first-class arts programme and organises many other cultural activities. There is a true international flavour at the lab.

The competition with DZero? We relish it. There's always that drive to be the first to make a given measurement and to make the best measurement. It's a healthy driving force – it stops you trying to improve something endlessly and makes you complete it in a timely manner.

THE RIVALS

Fermilab is a particle accelerator laboratory near Chicago. Matter and antimatter are accelerated and then smashed together to allow physicists to study some of the tiniest particles in nature, such as the quarks inside a proton. The collisions occur inside two colossal detectors: the Collider Detector at Fermilab (CDF) and DZero. Hundreds of scientists run the CDF and DZero experiments, each team keeping their progress secret from the rival team until results are published.

CDF's strength? We're very democratic. Even if a single collaborator challenges some of the results, we strive for consensus. We struggle because of that, but we are also proud, since it enhances quality and trust to examine results from different perspectives.

How secretive are you? Before we get results out, we don't communicate with DZero about them. But we don't spy on them or anything like that. There are some couples who are "married across the ring" as we call it – husbands and wives working on different teams. There are also people who used to work at DZero and now work at CDF, and vice versa. But we trust our collaborators not to divulge information. We do combine our results with DZero after they become public. We compete until we can't compete and then we join forces.

Good advice? Thrust yourself into being creative and finding your own way to who you are – don't try to be someone else. Being patient in particle physics and having good interaction skills is critical. Keep learning, and understand what you do on a broad basis.



Dmitri Denisov from Fermilab is a co-spokesman and joint leader of the DZero collaboration

Why particle physics? It was partly because of the example of my father, who worked at the Russian Institute for High-Energy Physics in a small town called Protvino, about 100 kilometres south of Moscow. It was the largest accelerator lab in the world at the time, and very, very exciting for a kid of 10 years old. My mother was also a physicist.

The challenge of the job? The complexity of the modern experiment. It takes generations of scientists to build them and you have to understand how the detector, the software and the analysis work.

The rewards? You open new horizons in understanding how everything around us is built on tiny scales. You can't see the particles, obviously, but what's interesting is that if you write equations, you can predict what you expect to see in the detectors then actually measure that signal. That

really fascinates me – it creates a real feeling of how powerful mankind is.

The highlights? When you make any new discovery, you see how all the efforts of hundreds of people really come together in describing something that's completely new in history.

Any downsides? Lack of time to spend with my family. I usually work at least 11 hours a day, six days a week. It demands a lot of time because there are so many people and there's no well-defined hierarchy. Every scientist can come along to me to talk, to ask for things, to complain. But it's also very exciting to meet huge numbers of very interesting, smart people.

The competition with CDF? I think of it like competing sport teams – we train a little bit differently and we don't want to talk about it because we want to win. The pay-off is that the results are independent and can eventually be cross-checked. I don't think there is any real tension or attempt to make the other side weaker.

DZero's strength? One of our advantages is that when the real action happens, like the discovery of a new particle, everyone in DZero gets very excited and we push forward to publication extremely quickly. In CDF, it takes longer. Maybe they're a little bit more cautious and their procedures for review are longer.

How secretive are you? We don't have that many contacts with CDF before the results are made public. There is no exchange of information before publication, and passwords on our computers limit access to collaboration members.

The place to be in future? The Large Hadron Collider, which will start up at CERN (the European centre for particle physics near Geneva, Switzerland) later this year. The LHC will become the world's highest-energy machine and it's definitely attracting a lot of young scientists. We really can't say for sure what will be discovered there and this is the big excitement.

Good advice? Learn as much as you can about the experiment you're working on from those around you. Sometimes younger, less experienced people are a bit shy to go and talk to experts and this can lead to issues. But you should learn whatever you can from experienced people.

THE ACADEMIC



Julia Higgins is a polymer research scientist and recently retired after a year as principal of the faculty of engineering at Imperial College London. She has also served as vice-president and foreign secretary of the Royal Society.

A career in scientific research is incredibly rewarding. I'm sure I haven't been singing and dancing every day for more than 30 years, but overall, I don't regret any of the things I've chosen to do.

You must be driven to want to do it. Curiosity is the most important thing – you've got to want to know. You also have to be fairly independent. There's far more teamworking than some people realise, but the drive has still got to come from within you.

Historically, it hasn't been family-friendly. I regret seeing so many women stop their scientific careers when they had families – there didn't seem to be an option for them to go part-time. But things are changing now because many young men are much more involved in their own families and they want flexible working too.

You've got to be fairly tough – you have to be prepared to take knock-backs. If you do academic research you spend a lot of time failing. Sometimes you don't get the grant from a research council, or the research itself might not work. Every time, you've got to come back.

The successes make it worthwhile. When you do get the grant, when the research gets results, when the paper is quoted a lot – there are a lot of highs.

Do what you want to do, not what other people want you to do. People often say to me that they don't know what they should do. But my experience is if you think about the options and talk to people about them, deep down, you actually know.

THE NOBEL LAUREATE

 **John Mather** is an astrophysicist at NASA's Goddard Space Flight Center in Greenbelt, Maryland. He won the Nobel prize for physics in 2006 for his leading role in the COBE (Cosmic Background Explorer) satellite mission, which measured the cosmic background radiation, effectively the afterglow of the big bang. He now heads the science team for the James Webb Space Telescope, the successor to the Hubble telescope, which should launch around 2013.

The COBE experience? The results turned out to be exactly what I expected, but I think that was much more important than I realised at the time. It's hard to describe the reaction when we went public. The phone was ringing constantly. Journalists called from around the world and within a day the story was in papers in Asia, Africa, in Arabic newspapers – it was everywhere.

Highlights? The creative thought that leads to these projects is the most interesting part. I enjoy the early part of projects where you say "let's go measure this and find a way to do it".

How does the Nobel feel? It's overwhelming. You wake up one morning, the phone rings and it's someone calling from Stockholm with the news. At that moment, you know your old life is over and a new life is beginning – and you don't feel ready for it.

How does it change your life? Now I have a tremendous opportunity for public speaking and telling the story of what it is to do science and why it's important to people. I do relish that. It also put me in touch with distant family and friends from my schooldays. It's lovely to see all these people.

Any downsides? I've always thought fame is a hazard. You have to manage that and make sure you lead your life in the way you choose to. I find it hard saying no to all the people that want me to do something. It's made as much change for my family as it has for me – I don't have as much time to see them.

New challenges? With the James Webb Space Telescope, we have to be sure that we've thought through every possible reason we can why it might not work. Not working after all this effort would be a terrible tragedy. But we're on track – all the things we had to invent have been invented, and no more miracles are required.

Essential qualities? You have to have a child-like curiosity and a child-like determination to get something you want. And persistence, to keep on digging around and looking for ways to solve seemingly unsolvable problems.

Good advice? Find people you like to work with. Some teams seem to have an edge because of the way they think or work together. Books are good. I got a lot of my scientific education from books long before I was in schools that specialised in science. Many scientists say this – they found their future in the library.

“At that moment, you know your old life is over and a new life is beginning”



Robert Winston juggles several high-profile roles: as a fertility expert at Imperial College London, an active member of the House of Lords, and a well-known television presenter. He also writes popular science books and is chairman of London's Royal College of Music.



THE MULTITASKER

I think my medical work has been the most rewarding part of my career – I've always seen myself as an academic.

I think that all human experience is interesting and valuable. What troubles me about modern scientific and medical careers is that there is pressure to focus more and more in areas where you're really expert. Some people might naturally have a very focused outlook, do single things and win a Nobel prize, but having a broad outlook is useful as well.

My secret of success is luck. I've been tremendously lucky – I've been in the right places at the right times and I've chosen the right subjects at the right times.

Science is a very challenging, difficult and demanding career, but it offers extraordinary

satisfaction. There's always the opportunity to do something useful, to do good for other people. It can be very creative, and there's always the chance of following one's own intellectual interests.

I don't think there's anything I've done that wasn't flawed. Risk-takers are useful in science – you need to take risks to make developments.

If I was starting out nowadays, I think I would try to explore neuroscience if I was clever enough. I think it's one of the most exciting areas of biology.

Don't be inhibited about looking at a wider range rather than a narrower range of ideas. Try to fit your science into a societal context – that is very valuable and young scientists should consider it very carefully.

THE ASTRONAUT



Jeffrey Hoffman is a former NASA astronaut. Originally an X-ray astronomer he had the amazing experience of

mending the Hubble telescope while in orbit in 1993. He is now professor of aerospace engineering at the Massachusetts Institute of Technology in Cambridge, US.

When you train to be an astronaut, there is a tremendous amount you have to learn – it's a whole new world. My first flight was special because you can never recreate the wonder and amazement of the first launch, floating weightless and seeing the Earth for the first time. And we carried out an unplanned space walk, which was extraordinary.

The Hubble repair mission was a real highlight. To be able to put my hands on Hubble in space and correct its disastrous inability to focus images, to make it the incredible scientific tool that it is today, that's certainly the most important thing I've done as an astronaut.

You have to be technically trained. The first astronauts were all test pilots, and there's always going to be room for them in human space flight. More recently they've taken doctors, scientists and engineers too. In future we're also going to want geologists and possibly roboticists for exploring the moon and Mars.

Personality is important. You need to function in stressful situations and work well as part of a team. Having a big ego and not making compromises is a bad trait. Patience is important too – there's an awful lot of waiting.

There aren't many downsides, but I had to give up my astrophysics research career and I did feel bad about that because I loved what I was doing.

People shouldn't make important educational decisions on the basis of what will qualify you as an astronaut – the possibility of being selected is remote. And there are many ways to participate in space exploration – every mission has thousands of people on the ground. Everybody who was involved in Apollo will tell you that it was the high point of their lives.



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Atomic Weapons Establishment

Location

Aldermaston – Near Reading, Berkshire

Number employed

c4,500

Contact details

The Recruitment Team, AWE, Building F160.1, Aldermaston, Reading, Berkshire RG7 4PR

About us

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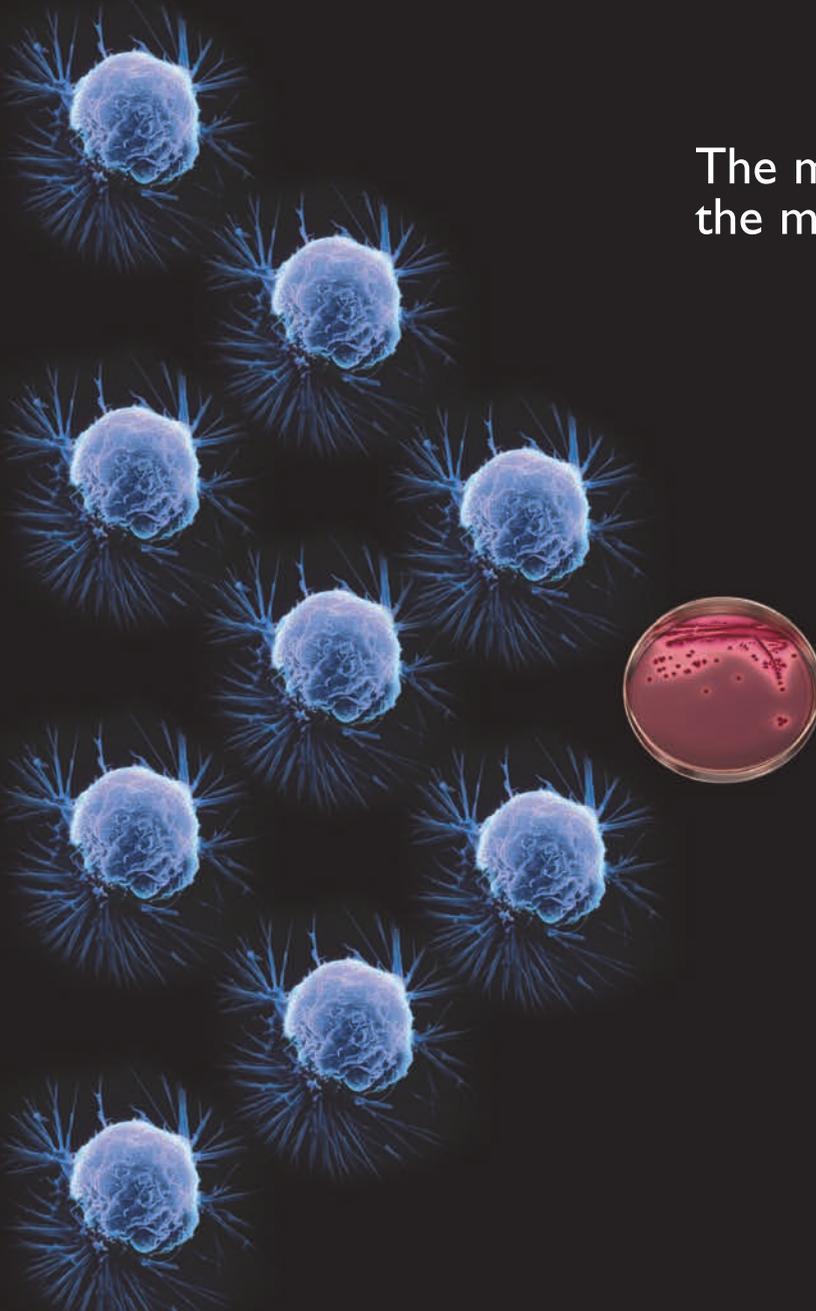
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Main recruitment areas

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Contact details

Centre for Ecology and Hydrology, Recruitment Team, People & Skills Section, Monks Wood, Abbots Ripton, Huntingdon, Cambs, PE28 2LS.

Tel: 01487 772547 email: cehpersonnel@ceh.ac.uk

<http://www.ceh.ac.uk/personnel/employment.html>

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Main recruitment areas

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Location

Covent Garden, London

Number employed

12 - in The Environmental Research and Consultancy Department

Contact details

HR Operations, Civil Aviation Authority, 45-59 Kingsway, London WC2B 6TE UK
recruitment.london@caa.co.uk

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Maidenhead and Crawley

Clinical Operations:

Clinical Research Associates (1,2 and Senior), Clinical Research Assistants, Clinical Project Administrators, Project Managers, Project Directors

Data Management:

Clinical Data Co-ordinators, Data Managers

CoSource:

Clinical Research Associates, Project Managers (Client Site and Field Based)

Late Stage Development Services:

Regulatory Affairs, Medical Writing, Drug Safety, Feasibility & Patient Recruitment, Information Modelling

Leeds

Data Management:

Associate Data Managers, Data Managers

Volunteer Recruitment:

Customer Liaison Associates

Clinical Operations:

Clinical Technical Officers, Medical Laboratory Assistants, Research Nurses, Senior Research Nurses

Clinical Pharmacology:

Clinical Research Associates (Jnr and Snr)

Diversity within Covance is alive and universal.

COVANCE
THE DEVELOPMENT SERVICES COMPANY

Helping to bring miracles to market sooner.

www.covancecareers.com

Covance

Location

Harrogate, North Yorkshire; Leeds, West Yorkshire; Maidenhead, Berkshire; Crawley, West Sussex

Number employed

8,700

Contact details

Covance Laboratories Ltd
Otley Road, Harrogate, North Yorkshire HG3 1PY
recruitment.harrogate@covance.com

Covance CAPS Ltd
6 Roxborough Way, Maidenhead, Berkshire SL6 3UD
recruiting.maidenhead@covance.com

About us

Covance is one of the world's largest and most comprehensive drug development services companies with revenues in excess of \$1 billion, global operations in over 20 countries, and has over 8,700 employees working from 33 offices. Covance provides innovative and practical solutions to the challenge of drug development, enabling biotechnology, pharmaceutical and agrochemical companies to get their products to market sooner. With extensive experience and expertise in every stage of drug development, Covance is a recognised industry leader.

At Covance, we help make the miracles of medicine reality. We offer opportunities to work on diverse, challenging projects with bright, interesting colleagues while building a flexible and rewarding career. At our core, Covance is about bringing drugs to market faster, helping our clients turn discoveries into marketed products - we are a catalyst that enables medicines to change and save lives.

People come to Covance to make a difference. We all take pride in and have a passion for what we do. We strive to continually take the company from Good to Great by introducing the most talented people to help realise our goals.

Key attractions

At Covance we understand and value the contribution that each of our employees makes. We know that we wouldn't be at the top of our industry if it weren't for our dedicated workforce. In return for this commitment we offer an excellent remuneration package including a comprehensive salary and bonus structure, long-term disability insurance in conjunction with a well established pension scheme. Couple this with some of the best in-house training, specifically designed to encourage career progression and you can understand why Covance employees are some of the most satisfied in the industry.

Main recruitment areas

Significant areas of recruitment in Harrogate are biotechnology, animal house operations, toxicology operations, metabolism & environmental services, bioanalytical services, pharmaceutical analysis, genetic & molecular toxicology and QA.

For Leeds the core areas are clinical operations, data management, volunteer recruitment and pharmacometrics.

For Maidenhead and Crawley the core areas of recruitment are late stage development services, clinical operations, data management and CoSource, the insourcing division of Covance.

For a complete list of the openings currently available globally, please visit: www.covancecareers.com

www.covancecareers.com



Plus locations overseas



An environment where
talented scientists grow.



Work for what you wish for.

Ours is the perfect environment for talented scientists. Join us, and you'll conduct your work at the forefront of science and break new ground in your career. More impressively, you'll leave a legacy that will last for generations to come. For more information about careers with us, please visit www.environment-agency.gov.uk/jobs

We are committed to making our organisation as diverse as the environment

Environment Agency

Location

Birmingham, Bristol, Cardiff, Exeter, Leeds, London, Peterborough, Reading, Warrington and Worthing.

Number employed

c. 12,300 throughout England and Wales of which 1,548 are employed in a scientific role

Contact details

By email: national.recruitment@environment-agency.gov.uk

URL: www.environment-agency.gov.uk/jobs

About us

We are the Environment Agency, the leading public body for protecting and improving the environment in England and Wales. It's our job to make sure that air, land and water are looked after by everyone in today's society, so that tomorrow's generations inherit a cleaner, healthier world. It's no simple task, even with over 12,300 on the team. That's because everyone, everywhere has to make a contribution. So, as well as managing our own projects, we influence Government, business and the public towards better environmental practices. And we back up our work and recommendations with accurate data so that our decisions can be based on scientific fact.

We have a vast range of areas to work in and are behind some of the most innovative improvements to the world around us. All in all, it's a great environment to work in – almost as great as the one we work to protect.

Key attractions

For talented scientists this is a chance to use your skills to improve our environment, but there are lots of other reasons to join us too. The renowned scientists you'll work with and the cutting-edge projects you'll work on for example. But you'll also get a range of excellent benefits including flexible working, generous holidays, final salary pension, ongoing training, family friendly policies, and childcare vouchers to name a few. Most importantly, you will work in an environment that encourages development where you can make your mark and grow your career.

Main recruitment areas

Science plays a vital role in the work we do by providing key information, advice, tools and techniques to support our work in protecting and improving the environment.

Our Science department has experienced scientists working in a diverse range of disciplines to support our science programmes. These include: air quality, chemicals, climate change, data analysis and application, economics, ecosystems, environmental forecasting, flood risk, fisheries, geosciences, horizon scanning and technology, human health, modelling, monitoring techniques, remediation, risk management, social sciences, soils, waste and water quality. So whatever your background, we should have something to suit you.

For more information on some of the work we do and to find out about our current opportunities, visit www.environment-agency.gov.uk/jobs



www.environment-agency.gov.uk/jobs



OUR SIZE IS SOMETHING TO BE PROUD OF, BUT WE'D RATHER TALK ABOUT THE OPPORTUNITIES IT PRESENTS.

As one of the world's largest manufacturers of pharmaceutical products, with an international reputation for industry-leading R&D, GlaxoSmithKline is the ideal place to build a rewarding and varied career. A robust pipeline, a unique culture of knowledge sharing and unprecedented investment in manufacturing all mean that the people who join us can take full advantage of a breadth of exciting opportunities across a wide variety of therapeutic areas. Best of all, everyone here takes pride in the fact that their work has a life-changing impact. And nowhere is that more evident than in GSK's ongoing commitment to improving access to medicines in the developing world.

Whether you choose to join our ideas-driven R&D function, one of our cutting-edge Global Manufacturing and Supply sites, our fast-moving Consumer business, or with one of our corporate teams, the opportunities are limitless. And whatever your career goals may be, we'll support you every step of the way with all the learning and development opportunities you need. Those with a life sciences, chemistry, clinical or engineering background can also take advantage of our close relationships with academic institutions around the world.

To find out more visit www.gsk.com/careers

Together we can make life better.

gsk.com/careers 

GSK is proud to promote an open culture, encouraging people to be themselves and giving their ideas a chance to flourish. GSK is an equal opportunity employer.



GlaxoSmithKline

Location

99 sites across 39 countries (including 20 sites in the UK)

Annual R&D spend

£3.4 billion

Number employed

110,000 worldwide

Contact details

www.gsk.com/careers

About us

GlaxoSmithKline (GSK) is a place where ideas come to life. As one of the world's leading research-based pharmaceutical companies, we're dedicated to delivering products and medicines that help millions of people around the world do more, feel better and live longer. Based in the UK, but with operations in the US and 117 other countries worldwide, we employ a 7 percent share of the world's pharmaceutical market. Much of this is thanks to an extensive product range that includes everything from prescription medicines to popular consumer healthcare products. So while some people depend on our pioneering pharmaceutical products to tackle life-threatening illnesses, others choose best-selling nutritional brands such as Lucozade and Ribena for a feel-good boost. We even manage to brighten smiles with some of the world's favourite toothpaste brands.

Key attractions

Because GSK has one of the strongest pipelines in the entire industry, there are always a huge amount of projects underway at any one time. In fact, every hour that goes by, we spend more than £300,000 on developing new medicines at 24 research sites in 11 countries. This feeds into the global manufacturing and supply network, a hugely complex and high-tech operation consisting of 80 sites across 37 countries. Spending £3 billion on production each year, its efficiency allows us to supply over 140 markets with 1200 different brands. And it's because of this geographical and business diversity that we're in a great position to give you all the support you need, both personally and professionally. There are no limits on where your career could lead.

Main recruitment areas

Our R&D and manufacturing businesses recruit people with the right blend of talent, inspiration and commitment across a broad range of scientific areas.

- Biological sciences (all disciplines)
- Engineering (chemical, process, mechanical, automation, electrical)
- Chemistry (all disciplines)
- Statistics and chemometrics
- Clinical operations and research
- Regulatory affairs
- Quality assurance



99 sites across 39 countries

www.gsk.com/careers

We're the people asking the big questions about how best to protect the nation's health and well being. An independent public sector body, our remit covers the entire spectrum of health protection issues, from predicting the spread of infectious diseases to minimising the effects of chemical, poisonous and radioactive hazards, as well as preparing for potential incidents such as a bio-terrorist attack.

The Health Protection Agency promotes diversity in the workplace and is an Equal Opportunities employer.

For employment opportunities, go to www.hpa.org.uk/careers

There is a remedy.
It's your challenge to find it.



HPA drives research on infectious disease



Health Protection Agency

Location

Nationwide

Number employed

3,500

Contact details

Health Protection Agency, HR, Porton Down, Salisbury SP4 0JG
(Head Office: High Holborn, London)
email: human.resources@hpa.org.uk
01980 612600

About us

The Health Protection Agency is an independent public sector body that protects the health and well-being of the population. The agency plays a critical role in protecting people from infectious diseases and in preventing harm when hazards involving chemicals, poisons or radiation occur.

We also prepare for new and emerging threats, such as a bio – terrorist attack or virulent new strain of disease.

The diverse nature of the HPA means we're able to offer you a range of career opportunities involving both national and international work – a number of our research projects are of global significance, and we often provide assistance overseas.

The range of work we undertake requires a range of people – individuals with a variety of skills and qualifications. From those who are academically and research focused to those who are more hands-on – people who turn the theory into practice. Whatever role you're in, above all, you'll be proactive, innovative and passionate about what you do.

Key attractions

Stimulated by the day to day challenges your job will bring, you'll feel proud of your work, knowing you're having a direct impact on the nation's health and safety regardless of whether you work in a laboratory, in the wider health protection environment or in an administrative role.

With all areas of specialisation working together to deliver one integrated service, our expertise in health protection is internationally recognised. The agency's success depends on our people, so we aim to provide the best possible environment for career progression. Our state-of-the-art research facilities and forward-looking philosophy will enable you to fully utilise, share and develop your skills and expertise.

Main recruitment areas

Infectious diseases
Chemicals & poisons
Radiation
Emergency response
Business activities
Local & regional services



www.hpa.org.uk/careers



Lonza

Individuality Matters...

Lonza is one of the world's leading suppliers to the pharmaceutical, healthcare and life-science industries. With over 40 locations around the world, Lonza offers products and services that span the product development process - from research through to final product manufacture. Lonza is the global leader in the production and support of active pharmaceutical ingredients both chemically as well as biotechnologically.

At our state-of-the-art facility based in Slough, Berkshire, we specialise in custom manufacturing of recombinant therapeutic proteins and monoclonal antibodies in a site which encompasses extensive Research and Development laboratories and GMP manufacturing. We reward our people with a competitive salary and benefits package together with far-reaching training and development programmes as we believe that challenged and rewarded people work more productively, so helping us meet our customers' needs better.

For details on all our current vacancies please visit our website.

www.lonza.com

Lonza is an equal opportunity employer

Lonza

Location

Slough, Berkshire
Headquartered in Switzerland

Number employed

7400 worldwide
520 based in Slough

Contact details

Recruitment Department, Lonza Biologics Plc, 228 Bath Road, Slough,
Berkshire SL1 4DX careers.slough@lonza.com

About us

Lonza is one of the world's leading suppliers to the pharmaceutical, healthcare and life sciences industries. Our products and services span our customers' needs from research to final product manufacture. Lonza is the global leader in the production and support of pharmaceutical active ingredients both chemically as well as biotechnologically. Biopharmaceuticals are one of the key growth drivers of the pharmaceutical and biotechnology industries. Lonza has strong capabilities in large and small molecules, peptides, amino acids and niche bioproducts which play an important role in the development of novel medicines and healthcare products. Lonza is also a leading provider of value chemical and biotech ingredients to the nutrition, hygiene, preservation, agrochemical and personal care markets.

Our biopharmaceuticals Research and Manufacturing Centre based in Slough specialises in the production of high quality pharmaceutical medicines from cell cultures. Starting with cell line construction, through process development to manufacture for clinical or commercial supply.

Key attractions

Lonza is dedicated to employee development and as such provides a wide range of internal and external training to support career progression. Employees receive role specific core training and prepare individual personal development plans to ensure ongoing development. We look to develop creative thinking and offer the opportunity to work in a culture that is centered around trust and entrepreneurship.

Main recruitment areas

We recruit in all areas of R&D, Manufacturing, Engineering, Quality Assurance and Quality Control. For further information on our current vacancies please visit www.lonza.com



www.lonza.com



TO GET TO YOU, THEY HAVE TO GO THROUGH US.

We ensure that before they get to you, all medical devices and drugs are regulated by us. That means everything from cold remedies to cutting-edge treatment for HIV/AIDS. Of course there's no such thing as risk-free, but we make robust and fact-based judgments that always put safety at the top of our priorities. But at the same time we have to encourage innovation. The issues are complex, important and have a huge effect on everyone. Sound like something you'd like to be a part of?

For more information about current opportunities with us, please visit www.mhra.gov.uk/jobs



Safeguarding public health



MHRA

Location

London with satellite offices in Welwyn Garden City, Blackpool and York

Number employed

850

Contact details

MHRA, 10-203 Market Towers, 1 Nine Elms Lane, London SW8 5NQ

email: Jobs@mhra.gsi.gov.uk

020 7084 2234

About us

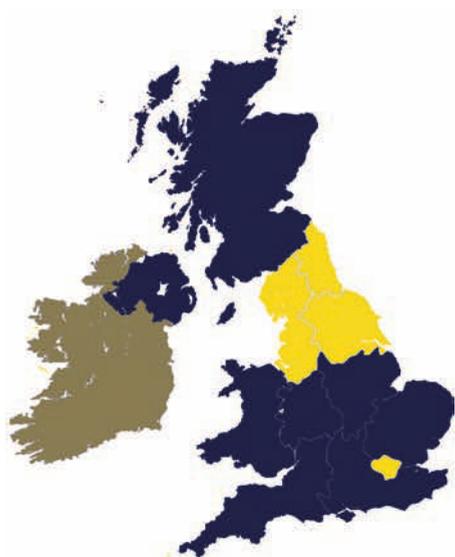
MHRA (Medicines and Healthcare products Regulatory Agency) is the government agency responsible for enhancing and safeguarding the health of the public by ensuring that medicines and medical devices work, and are acceptably safe. We operate primarily out of our headquarters in Vauxhall, London, with additional sites in Blackpool, York and Welwyn Garden City. No product is entirely risk-free. That is the crucial thinking behind what we do. It could be anything from drugs and dressings to birth control and hospital beds, but we'll conduct robust assessments to ensure that the benefits to patients justify the risks and are fit for the marketplace. We also continue to monitor products to ensure prompt action can be taken if there is a problem. In this work transparency is such a valuable commodity. And, as an Executive Agency of the Department of Health, we're more determined than ever to recognise this – aiming to make available as much information about products as possible.

Key attractions

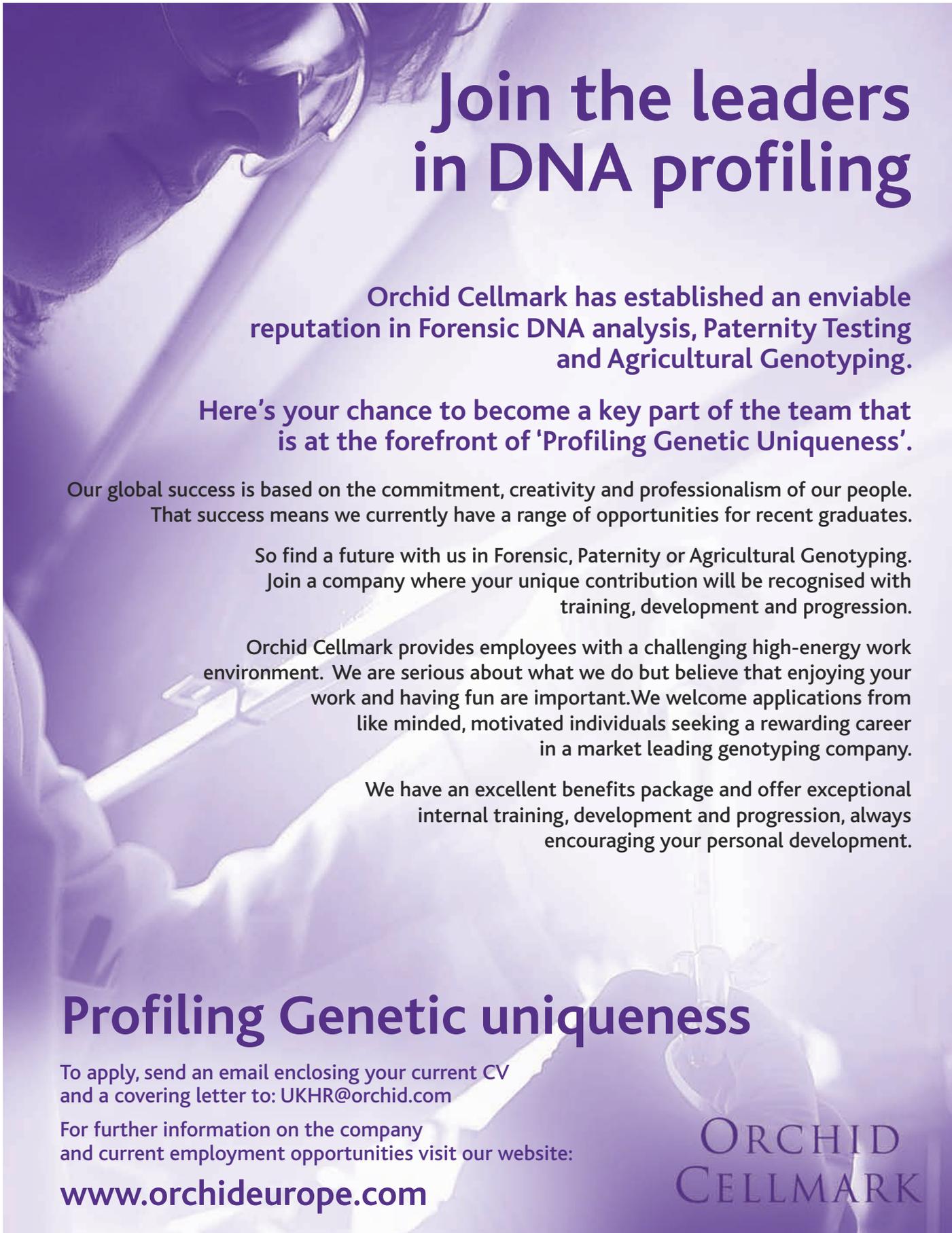
Safeguarding public health is not only a challenge but it also provides a completely unique insight into the healthcare industry. Medicines and medical devices placed on the UK market must meet the regulatory requirements set out in the relevant UK legislation. So you can expect to be right on hand to witness some of the most cutting-edge advancements in medical science and technology. Along with the prestige and social responsibility that comes with working for the organisation that oversees the nation's health, there is also an outstanding benefits package. This includes 30 days annual leave, non-contributory final salary pension scheme, a genuine belief in the importance of flexible working, and training programmes that emphasise our commitment to staff development.

Main recruitment areas

We employ life scientists, pharmacists and qualified Doctors of Medicine in a broad range of positions including scientific assessors, pharmaceutical assessors, medical assessors, medical devices experts and inspectors.



www.mhra.gov.uk/jobs



Join the leaders in DNA profiling

Orchid Cellmark has established an enviable reputation in Forensic DNA analysis, Paternity Testing and Agricultural Genotyping.

Here's your chance to become a key part of the team that is at the forefront of 'Profiling Genetic Uniqueness'.

Our global success is based on the commitment, creativity and professionalism of our people. That success means we currently have a range of opportunities for recent graduates.

So find a future with us in Forensic, Paternity or Agricultural Genotyping. Join a company where your unique contribution will be recognised with training, development and progression.

Orchid Cellmark provides employees with a challenging high-energy work environment. We are serious about what we do but believe that enjoying your work and having fun are important. We welcome applications from like minded, motivated individuals seeking a rewarding career in a market leading genotyping company.

We have an excellent benefits package and offer exceptional internal training, development and progression, always encouraging your personal development.

Profiling Genetic uniqueness

To apply, send an email enclosing your current CV and a covering letter to: UKHR@orchid.com

For further information on the company and current employment opportunities visit our website:

www.orchideurope.com

ORCHID
CELLMARK

Orchid Cellmark

Location

Abingdon, South Oxfordshire

Number employed

UK 200
Globally 500

Contact details

UKHR@orchid.com

About us

Orchid Cellmark is dedicated to profiling genetic uniqueness, and as a leading company in the field of DNA analysis and Forensics we work with Private and Government organisations in the Forensic, Paternity and Agriculture sectors. We offer a broad range of opportunities within our laboratories for graduates in Biological Sciences (particularly Genetics, Biology and Microbiology) and Forensics.

The company currently employs approximately 500 employees worldwide within its different facilities. Our diverse employee population is rich in expertise in a range of genetic related disciplines. We have grown rapidly over the past years, particularly in the Forensics arena, supplying a range of forensic services to a number of the UK's largest police forces.

Orchid Cellmark is an innovative company that appreciates the contributions and individuality of our staff; we value integrity, professionalism and creativity. We foster an atmosphere of cooperation and enthusiastic participation. We look to provide a positive working and social environment where many people form lasting friendships.

“Orchid provides employees with a challenging, work environment geared towards attainment of results and looks for highly motivated and professional individuals who have a passion for what they do and desire to make a difference”

This is done by the employee and the company working in partnership, with people earning rewards for their hard work, innovative approach to problem solving and their positive and enthusiastic attitude.

Key attractions

At Orchid our employees make the organisation what it is today, and what it will be in the future. To reflect this we take the development of our people seriously. Each year our managers conduct career development discussions with all of their employees to investigate development and training opportunities, as well as explore employees' career potential with Orchid. We actively support our people in developing their skills by providing a broad range of training and development opportunities to suit the individual and company needs. We offer a range of benefits which include private health care for all employees, non contributory pension, generous life and permanent health insurances plus many more.

Main recruitment areas

We seek dedicated and talented individuals with a degree in a bioscience discipline who thrive on working in a multi-disciplinary environment. We recruit DNA analysts in the areas of Forensics and Human Identity (Paternity and Immigration services).

If you are interested in being part of a growing company that offers fantastic opportunities then keep an eye on our web for current opportunities.



www.orchidcellmark.co.uk



Reed Scientific. Your own private algorithm.

So many choices. So many unknowns. And – understanding scientists as we do we're prepared to bet on it – so little time to spare for furthering your personal career interests. If you're searching for the simple answer to good decision-making, start with Reed Scientific.

The specialist division of Reed, Reed Scientific has built a reputation for insight and accuracy in scientific recruitment that's won us lasting relationships with the leaders in every field.

Which means that the best opportunities come to us first, ready to be matched precisely to the individual profile of our candidates. The clever bit is how well we do exactly that, to achieve a level of service that ensures the roles we propose meet every specification.

It's the fast route to significant results. If you'd like to see how Reed Scientific could work for you call one of the branches below:

Birmingham
t: 0121 237 8829
e: scientific.birmingham@reed.co.uk

Cardiff
t: 02920 385140
e: scientific.cardiff@reed.co.uk

Dublin
t: +353 (0)1 6139106
e: ciara.mcgrath@reed.ie

Glasgow
t: 0141 241 2710
e: scientific.glasgow@reed.co.uk

Oxford
t: 01865 728702
e: scientific.oxford@reed.co.uk

St. Albans
t: 01727 731970
e: scientific.stalbans@reed.co.uk

Warrington
t: 01925 424202
e: scientific.warrington@reed.co.uk

Reed Personnel Services PLC is the leading specialist employment agency and employment business.

For over
300,000 UK jobs

reed.co.uk

Reed Scientific

Location

Our offices are placed in key regional locations across the UK and southern Ireland. The positioning provides good knowledge of the regional recruitment market. Our locations are Birmingham, Cardiff, Dublin, Glasgow, Oxford, St Albans and Warrington.

Contact details

Birmingham t: 0121 237 8829 e: scientific.birmingham@reed.co.uk

Cardiff t: 02920 385140 e: scientific.cardiff@reed.co.uk

Dublin t: +353 (0)1 6139106 e: ciara.mcgrath@reed.co.uk

Glasgow t: 0141 241 2710 e: scientific.glasgow@reed.co.uk

Oxford t: 01865 728702 e: scientific.oxford@reed.co.uk

St Albans t: 01727 731970 e: scientific.stalbans@reed.co.uk

Warrington t: 01925 424202 e: scientific.warrington@reed.co.uk

About us

Reed Scientific is dedicated to the scientific and clinical sectors. Our staff are all qualified specialists from the scientific industry with individual niche expertise. In addition to the technical knowledge our consultants are experienced in the recruitment market and receive a tailored training programme to ensure they have the very best range of skills to offer you the right advice on your next position within the scientific market.

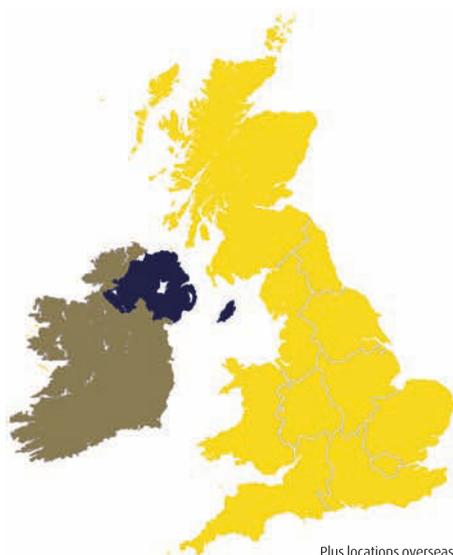
Our enviable client relationships provide some of the best opportunities whether it is in drug discovery, manufacturing or clinical trials, from Technician right up to Director level, our range of jobs will give you the choice and opportunities you are looking for in the scientific market.

Main recruitment areas

We recruit at all levels within the scientific arena whether it is your first position within science or a career development move, we have the expertise to help. Our consultants can advise you of all our available positions across a comprehensive range of scientific areas including:

- Chemistry
- Microbiology
- Forensic
- Biotechnology
- Bio-Analytical
- Food
- Environmental
- Pharmaceutical
- Chemical
- Life Sciences
- Utilities

We are able to give advice on your CV, interview technique and also ensure you get feedback from interviews attended to ensure you, as a candidate, will receive a full consultative recruitment service and that you are fully prepared for the role you are applying for and have the best chance of being successful in your application.



Plus locations overseas

www.reed.co.uk/scientific



Placing People First

YOUR SCIENCE CAREER STARTS HERE!



SRG is a well respected market leader in the field of scientific recruitment, providing contract and permanent staffing solutions to the pharmaceutical, biotech, engineering, environmental, food and drink and healthcare industries. We work in partnership with leading organisations offering you the best jobs throughout the UK and can secure interviews for the latest vacancies often before they've even been advertised.

Why should you register with SRG?

Perhaps it is the fact that there is a whole world of opportunity waiting out there for you and you'll work on the very latest technologies; or the rewards and benefits; or what you get to do for your customers; or the reputation that you'll build for yourself; or the fact that you can have a crack at the things you never thought you'd be able to do.

We will go to considerable lengths to understand your skills and abilities as well as your career aspirations and then match these to our client requirements. And because our recruitment consultants have a science or engineering background, we fully understand not only your skills and experience but also our clients' technical requirements too. This ensures we can match you to the best job with the most suitable employer.

We can also provide free advice on your CV as well as tips on interviewing techniques.

Your future:

- Exceptional development opportunities
- Challenging work assignments
- Support and guidance
- Competitive benefits
- Career opportunities

Opportunities in:

- Pharmaceuticals
- Fine Chemicals
- Biotechnology
- Engineering
- Clinical
- Environmental
- Food
- Consumer products, materials and plastics

Looking for more information and how to apply for vacancies?
Please visit www.srg.co.uk

SRG

Location

Nationwide

Number of positions filled annually

Over 2,500

Contact details

info@srg.co.uk

www.srg.co.uk

About us

Scientific recruitment demands a real specialist understanding. That's why SRG are renowned as the undisputed leader in this field. So, whether you're looking for jobs in science or support with your science recruitment, SRG can help. Our recruitment solutions are provided by a team of professionals, based throughout the UK, who have extensive knowledge of both scientific recruitment, as well as an in-depth understanding of the technical skills and experience required for science careers.

If you are a candidate looking for the best entry level jobs in science or the next step on the science careers ladder, our market leading position in science recruitment ensures we'll have the widest range of positions for you to choose from.

Main recruitment areas

We will go to considerable lengths to understand your skills and abilities as well as your career aspirations and then match these to our client requirements. This ensures we can match you to the best job with the most suitable employer.

SRG offer exceptional development opportunities, challenging work assignments and competitive benefits.

SRG have opportunities in:

- Pharmaceuticals
- Fine Chemicals
- Biotechnology
- Engineering
- Clinical
- Environmental
- Food
- Consumer products, materials and plastics

Across a broad range of scientific areas:

Biological sciences (all disciplines)
Chemistry (all disciplines)
Clinical Operations and Research
Statistics and Data Management
Regulatory Affairs
Quality Assurance

We offer an extensive range of career opportunities in all areas of R & D, manufacturing, engineering, quality assurance and quality control, at all levels from school leavers to heads of department, for a complete list please visit:

www.srg.co.uk





Grow your career
with a **world-leading**
agribusiness



www.syngenta.com

Creating sustainable agriculture. Developing outstanding crop solutions. Investing in innovative Research & Development. These are just a few of the reasons Syngenta is a multi-billion, world-leading agribusiness. Some of the finest minds in their field are at work here. All of them are committed to helping farmers feed the world today and tomorrow. And this is your chance to join them – supporting this invaluable work while exploring your own potential. We're looking for talented scientists from a wide variety of backgrounds.

Visit us at www.syngenta.com to discover more.



Syngenta

Location

Research and Development activities are based in Bracknell, Berkshire.

Number employed

Aprox 1,700 in the UK

Contact details

HR Central Support, Syngenta, Jealott's Hill International Research Centre, Bracknell, Berkshire RG42 6EY

Please send your CV and a covering letter quoting reference number JHRD1 to uk.recruitment@syngenta.com

About us

Syngenta is a global leader in crop protection, engaged in providing innovative solutions and brands to growers and the food and feed chain. Located in over 90 countries, with more than 20,000 people, Syngenta's modern product portfolio offers our consumers sustainable agricultural solutions within an increasingly competitive global food market.

Here at Syngenta, we're committed to Research & Development – and this is evidenced by an investment of around \$2 million every day researching, developing and improving our technologies and capabilities, to help us develop new products to cater to the versatile needs of our customer.

Within Research and Development we partner with the business to invent, develop and deliver solutions for customer needs, achieving this through our knowledge and expertise in science. We work within an environment that enables us to create breakthrough solutions and has an open, stimulating and supportive culture.

Looking to the future Syngenta is in a unique position to expand and develop our innovative product solutions to growers. Our ambition is to double the size of our company within the next 10 years through leveraging Crop Protection and accelerating growth in Seeds and Professional Products. It's a time of growth and opportunity for Syngenta and we are committed to realising our potential.

Key attractions

Syngenta is dedicated to creating an organisation which develops employees' experience, skills and behaviours to drive our ambition of bringing plant potential to life. By developing the capabilities of our employees and creating a culture that questions and challenges the way we do things we can continuously develop both ourselves and our Company. Simultaneously we are actively investing at our Jealott's Hill site, creating a workplace that supports innovation and excellence.

Main recruitment areas

Within our Research and Development function we recruit into disciplines such as Environmental Sciences, Ecological Sciences, Biosciences, Plant Sciences, Formulation Chemistry, Synthetic Chemistry, Environmental Chemistry, Ecotoxicology, Analytical Sciences, Molecular Biology, Genetics/Genomics, Biology, Toxicology and Pathology. You may be a recent graduate, or someone who has a number of years experience in academia or business. Whatever your background, if you are keen to have a varied and exciting scientific career we would be interested in hearing from you.



www.syngenta.com



Takeda Cambridge Limited

www.takedacam.com

Opportunities at Takeda Cambridge...

Takeda Cambridge (TCB) is a drug discovery company specialising in identifying and validating novel drug targets derived from the human genome. Worldwide, Takeda develops, manufactures and markets a broad range of superior pharmaceutical products to strive toward better health for individuals and progress in medicine. TCB is a centre for excellence in novel target-based drug discovery.

“ I don't think you'll find better working conditions – the labs are really well equipped. Everyone is very friendly and it's small enough that you know everyone. ”

Recent chemistry graduate

... Medicinal Chemists, Biologists and Pharmacologists

Throughout 2008, Takeda Cambridge is looking to recruit industry experienced and newly qualified scientists into chemistry, biology and pharmacology. We encourage creativity and look for people with enthusiasm and dedication who can bring innovative thinking to our chemistry and drug discovery programmes.



Takeda Cambridge Limited

Human Resources

418 Cambridge Science Park, Cambridge, CB4 0PA, United Kingdom
Tel: 01223 477910 email: hr@takedacam.com www.takedacam.com

Takeda Cambridge

Location

Cambridge, UK

Number employed

65

Contact details

418 Cambridge Science Park, Cambridge CB4 0PA UK
hr@takedacam.com

About us

Takeda Cambridge (TCB) is a drug discovery company specialising in identifying and validating novel drug targets derived from the human genome. Worldwide, Takeda develops, manufactures and markets a broad range of superior pharmaceutical products to strive toward better health for individuals and progress in medicine. TCB is a centre for excellence in novel target-based drug discovery.

We are based in state-of-the-art facilities on the Cambridge Science Park, the UK's oldest and most prestigious science park. The park is home to over 90 hi-tech companies and attracts new businesses, from small start-ups and spin-outs to subsidiaries of multinational corporations like TCB. The park is just outside the historic city centre with good local transport connections. Our laboratories provide an excellent working environment.

Key attractions

We offer a dynamic working environment where creative thinking is encouraged and results rewarded. We look for people with enthusiasm and dedication who can take on and manage responsibility from an early stage. We are expanding our scientific teams both in the UK and Singapore, providing excellent opportunities for career development within a global pharmaceutical company. We also offer an attractive and competitive remuneration and benefits package.

Main recruitment areas

Drug discovery, medicinal and analytical chemistry, molecular biology, cell culture/transgenics, phenotype analysis and assay development.

During 2008 we will be recruiting at all levels from Associate Scientist to Senior Group Leader.



Plus locations overseas

www.takedacam.com

"We are ready to **change quickly** and follow-up on new ideas."

Connecting with people



"You are **not a number** in UCB. If you have an idea it will always be listened to."

"What I like about my job is being **self-responsible** in a very innovative environment."

UCB has a passionate, long-term commitment to finding more effective treatments for several specific neurological diseases, immunological disorders and cancers. Our challenge is to help patients and families living with the physical and social burden of severe diseases. It holds out the promise of a new generation of therapies that will enable them to enjoy more normal, everyday lives.

www.ucb-group.com



The **next generation** biopharma leader

UCB

Location

Slough and Cambridge, UK
Brussels, Belgium (Headquarters)

Annual R&D spend

In 2006 UCB's global R&D spend was ca. £440 million with £171 million spent on UK-based R&D. We are the 4th largest investor in UK pharmaceutical R&D

Contact details

208 Bath Road, Slough, Berkshire SL1 3WE

About us

UCB is a global leader in the biopharmaceutical industry dedicated to the research, development and commercialisation of innovative pharmaceutical and biotechnology products in the fields of central nervous system disorders, allergy/respiratory diseases, immune and inflammatory disorders and oncology. UCB focuses on securing a leading position in severe disease categories. We have a passion for innovation and a mission to provide novel therapeutic solutions to improve the lives of millions of people.

Key attractions

This is an exciting time to join UCB. With proven productivity in research and a rich R&D pipeline, we can provide extensive opportunities to develop your career. What really sets us apart is our size and vision; as a mid-sized company, with global resources, we're small enough for each member of our team to feel that their contribution counts and large enough to ensure that our combined efforts have an impact where it really matters. We offer our people a challenging working environment driven by passion, entrepreneurship, accountability and integrity, resulting in outstanding opportunities for discovery and contribution.

Main recruitment areas

UCB is building the next generation biopharma leader and we need exceptional individuals within all areas of our business, including Research and Development. You can be part of this exciting challenge – for full details of our current vacancies please see our website www.ucb-group.com/careers



Plus locations overseas

www.ucb-group.com/careers



The **new** and improved online jobs site from www.NewScientistJobs.com

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Atomic Weapons Establishment



Location

Aldermaston - Near Reading, Berkshire

Number employed

c4,500

Contact details

The Recruitment Team, AWE, Building F160.1, Aldermaston, Reading, Berkshire RG7 4PR

0118 982 9009

www.awe.co.uk

About us

The Atomic Weapons Establishment (AWE) is the nation's largest high-tech research, development and production facility and has been central to the UK's defence for more than 50 years - providing and maintaining the warhead's for the country's nuclear deterrent.

Berstein Centre for Computational Neuroscience



Location

Freiburg, Germany

Number employed

50 - 100 scientists

Contact details

Berstein Center for Computational Neuroscience, University Freiburg, Hansastr. 9a, Freiburg

contact@bccn.uni-freiburg

www.bccn-freiburg.de

About us

The BCCN Freiburg is one of 4 the German Bernstein Center for Computational Neuroscience. We investigate brain dynamics and apply new insights to biomedicine and neurotechnology. We receive applications for PhD students and postdocs throughout the year.

Breakthrough Breast Cancer



Location

Central London, UK

Number employed

140

Contact details

Breakthrough Breast Cancer, Weston House, 246 High Holborn, London WC1V 7EX

recruitment@breakthrough.org.uk

www.breakthrough.org.uk

0207 280 4257

About us

Breakthrough Breast Cancer is the UK's leading charity committed to fighting breast cancer. We are here to provide the vital research, campaigning and education necessary to realise our vision - a future free from the fear of breast cancer.

Chipping Campden Gloucestershire



Location

Chipping Campden Gloucestershire

Number of positions filled annually

20 - 30

Contact details

Station Road, Chipping Campden, Gloucestershire GL55 6LD

d.wiblin@campden.co.uk

www.campden.co.uk

About us

CCFRA is a major independent research organisation with an international reputation within the food and drink industry. Most of our work consists of applied research, services and training for clients on a contract basis. We employ approximately 300 staff.

Cancer Research UK

CANCER RESEARCH UK



Location

Nationwide

Number employed

4,000

Contact details

<http://jobs.cancerresearchuk.org/>

recruitment@cancer.org.uk

www.cancerresearchuk.org.uk

About us

In 2006, we awarded funding for 98 new projects, worked on developing 30 potential new treatments and supported 33 new late phase clinical trials. A lot of the vital research that we fund is carried out in our research institutes. These are recognised as some of the best places for cancer research in the world. Wherever they're based, and whatever their level of expertise, all our scientists enjoy exceptional levels of support.

Centre for Ecology & Hydrology



Centre for Ecology & Hydrology
NATURAL ENVIRONMENT RESEARCH COUNCIL

Location

Wallingford, Oxfordshire (HQ), Bangor, Edinburgh, Lancaster, Oxford, Abbots Ripton, Huntingdon in Cambridgeshire

Annual R&D spend

£34 Million

Number employed

Approx 500

Contact details

cehpersonnel@ceh.ac.uk

01487 772547

www.ceh.ac.uk/personnel/employment.html

About us

The Centre for Ecology and Hydrology (CEH) is a component part of the Natural Environment Research Council (NERC) and is the UK's Centre of Excellence for research in the terrestrial and freshwater environmental sciences.

Civil Aviation Authority



Location

Covent Garden, London

Number employed

12 - in The Environmental Research and Consultancy Department

Contact details

HR Operations, Civil Aviation Authority, 45-59 Kingsway, London WC2B 6TE

recruitment.london@caa.co.uk

www.caa.co.uk/environment

About us

The Environmental Research and Consultancy Department (ERCD) is part of the UK Civil Aviation Authority and provides expert technical advice on matters concerning aviation and the environment, in particular aircraft noise.

Covance Laboratories Ltd



Location

Harrogate, North Yorkshire; Leeds, West Yorkshire; Maidenhead, Berkshire; Crawley, West Sussex

Number employed

8,700

Contact details

Covance Laboratories Ltd, Otley Road, Harrogate, North Yorkshire HG3 1PY

recruitment.harrogate@covance.com

Covance CAPS Ltd. 6 Roxborough Way, Maidenhead, Berkshire SL6 3UD

recruiting.maidenhead@covance.com

www.covancecareers.com

About us

Covance is one of the world's largest and most comprehensive drug development services companies with revenues in excess of \$1 billion, global operations in over 20 countries, and has over 8,700 employees working from 33 offices.

For a complete list of the openings currently available globally, please visit: www.covancecareers.com

Environment Agency



Location

Birmingham, Bristol, Cardiff, Exeter, Leeds, London, Peterborough, Reading, Warrington and Worthing

Number employed

12,300 throughout England & Wales

Contact details

national.recruitment@environment-agency.gov.uk

08708 506506

www.environment-agency.gov.uk/jobs

About us

We are the Environment Agency, the leading public body for protecting and improving the environment in England and Wales. It's our job to make sure that air, land and water are looked after by everyone in today's society

GlaxoSmithKline



Location

99 sites across 39 countries (including 20 sites in the UK)

Annual R&D spend

£3.4 Billion

Number employed

110,000 worldwide

Contact details

www.gsk.com/careers

About us

GlaxoSmithKline (GSK) is a place where ideas come to life. As one of the world's research-based pharmaceutical companies, we're dedicated to delivering products and medicines that help millions of people do more, feel better and live longer.

Hannover Medical School



Location

Hannover, Germany

Number of students

3,000 (about 180 International PhD students)

Number employed

1,200

Contact details

Hannover Medical School, Office of the president, Carl-Neuberg Str. 1, D-30625 Hannover Germany

Daniel.marlies@mh-hannover.de

www.mh-hannover.de

++49-511-532-6011

About us

Hannover Medical School (MHH), as the only free-standing medical university in Germany, has an outstanding national and international reputation, in research as well as teaching. Research concentrates on Transplantation, Infection and Immunology. MHH is funded by the German

Health Protection Agency



Location

Nationwide

Number employed

3,500

Contact details

Health Protection Agency, HR, Porton Down, Salisbury SP4 0JG (Head Office: High Holborn, London)

human.resources@hpa.org.uk

01980 612600

www.hpa.org.uk/careers

About us

The Health Protection Agency (HPA) is an independent public sector body that protects the health and well-being of the population. The agency plays a critical role in protecting people from infectious diseases and in preventing harm when hazards involving chemicals, poisons or radiation occur.

Innovex



Location

We have opportunities across the UK

Number employed

Over 1,200

Contact details

Innovex (UK) Ltd, Ringside 79, High Street, Bracknell, Berkshire RG12 1DZ

United Kingdom

resourcing@innovex.com

www.innovexcareers.com

01344 601550

About us

Innovex is the world's leading contract sales organization (CSO), providing our pharmaceutical, biotechnology and medical device customers with innovative sales solutions, high quality sales teams, and the flexibility that is required in today's unpredictable marketplace.

Lab Support



Location

Birmingham, Cambridge, Glasgow, Oxford, Sheffield, Warrington and Windsor

We also have European offices in Ireland, the Netherlands and Belgium

Number employed

500+

Contact details

www.labsupport.co.uk

europe@labsupport.co.uk

0845 241 1111

About us

Run by scientists for scientists, Lab Support is a leading international recruitment company specialising in placing scientists into roles in laboratories, technical support and managerial/supervisory positions throughout the scientific industry. We work with companies in the biotech, pharmaceutical, food and beverage, contract testing and industrial chemical industries, and assist them with their recruiting needs.

Lonza



Location

Slough, Berkshire

Headquartered in Switzerland

Number employed

7400 worldwide

520 based in Slough

Contact details

Recruitment Department, Lonza Biologics Plc, 228 Bath Road, Slough, Berkshire SL1 4DX

careers.slough@lonza.com

www.lonza.com

About us

Lonza is one of the world's leading suppliers to the pharmaceutical, healthcare and life sciences industries. Our products and services span our customers' needs from research to final product manufacture.

MHRA



Location

London with satellite offices in Welwyn Garden City, Blackpool and York

Number employed

850

Contact details

MHRA, 10-203 Market Towers, 1 Nine Elms Lane, London SW8 5NQ

Jobs@mhra.gsi.gov.uk

020 7084 2234

About us

MHRA (Medicines and Healthcare products Regulatory Agency) is the government agency responsible for enhancing and safeguarding the health of the public by ensuring that medicines and medical devices work, and are acceptably safe.

Orchid Cellmark



Location

Abingdon, South Oxfordshire

Number employed

UK 200 Globally 500

Contact details

UKHR@orchid.com

About us

Orchid Cellmark is dedicated to profiling genetic uniqueness, and as a leading company in the field of DNA analysis and Forensics we work with Private and Government organisations in the Forensic, Paternity and Agriculture sectors. We offer a broad range of opportunities within our laboratories for graduates in Biological Sciences (particularly Genetics, Biology and Microbiology) and Forensics.

Reed Scientific



Location

Offices located in key regional locations across the UK and southern Ireland.

Contact details

www.reed.co.uk/scientific

About us

Reed Scientific is dedicated to the scientific and clinical sectors. Our staff are all qualified specialists from the scientific industry with individual niche expertise. In addition to the technical knowledge our consultants are experienced in the recruitment market and receive a tailored training programme to ensure they have the very best range skills to offer you the right advice on your next position within the scientific market.

SRG



Location

Nationwide

Number of positions filled annually

Over 2,500

Contact details

info@srg.co.uk

www.srg.co.uk

About us

SRG (Science Recruitment Group) is a well respected market leader in the field of scientific recruitment providing contract and permanent staffing solutions to the pharmaceutical, biotech, engineering, environmental, food and drink and healthcare industries. We work in partnership with leading organisations offering you the best jobs throughout the UK and can secure interviews for the latest vacancies often before they've even been advertised.

Syngenta



Location

Research and Development activities are based in Bracknell, Berkshire.

Number employed

Approx 1,700 in the UK

Contact details

HR Central Support, Syngenta, Jealott's Hill International Research Centre
Bracknell, Berkshire RG42 6EY

Please send your CV and a covering letter quoting reference number JHRD1 to:

uk.recruitment@syngenta.com

www.syngenta.com

About us

Syngenta is a leader in crop protection, providing innovative solutions and brands to growers, the food and feed chain. With more than 20,000 people our product portfolio offers our consumers sustainable agricultural solutions within an increasingly competitive global food market.

Takeda

**Location**

Cambridge, UK

Number employed

65

Contact details

hr@takedacam.com

+44 1223 477916

www.takedacam.com

About us

Takeda Cambridge (TCB) is a drug discovery company specialising in identifying and validating novel drug targets derived from the human genome. Worldwide, Takeda develops, manufactures and markets a broad range of superior pharmaceutical products to strive toward better health for individuals and progress in medicine.

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The Insider Editorial Schedule

2008

January

12th Careers Guide*

February

16th Sales and Marketing
23rd Studentships and Courses

March

15th Animal Science
22nd Clinical Research

April

5th Ireland
12th Climate Change

May

3rd Biotechnology
24th Graduate Careers Special*
31st Food and Drink

June

7th Scotland
14th IT
28th Focus on Germany

September

20th Chemistry

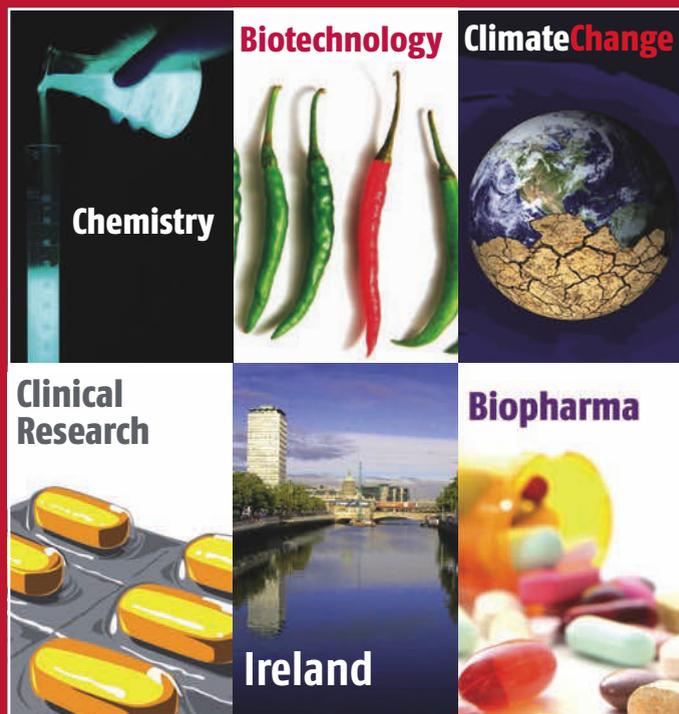
October

4th Biopharma
25th Graduate Careers Special*

December

20th Postgraduates

* Produced as individual supplements
Information correct at time of going to press



The Insider editorial schedule continues in 2008 with detailed coverage of major growth areas in science and technology recruitment.

Each feature focuses on a specific sector, providing you with the latest industry news, information and job or course opportunities.

Access *The Insider* reports online throughout 2008, at:
www.NewScientist.com/channel/opinion/careers

For the latest job opportunities, visit New Scientist Jobs
www.NewScientistJobs.com

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NewScientist Study

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