Junior Oncode Investigator
Open call 2023
Open call for junior Oncode Investigators

Oncode institute (hereafter Oncode) invites (future) junior group leaders to apply for a junior Oncode Investigator (jr OI) position. Oncode is looking for at least four candidates with an independent research line relevant to Oncode’s mission. The research line should focus on (basic) oncology research or research with high potential value for the field of oncology. Oncode seeks candidates with the motivation to actively engage with the Oncode community, and with high potential to contribute to and benefit from the Oncode community. Candidates are expected to be pro-active in exploring opportunities for valorization.

About Oncode Institute

Oncode was established in 2017 with the ambition to bring innovations in basic cancer research to patients more efficiently and faster. In 2022, Oncode secured funding to continue its mission. The institute is centered around three, interconnected pillars: 1) Science: by providing substantial, unrestricted ‘base’ funding to give academic freedom to some of the best, and diverse cancer research groups in the Netherlands, 2) Collaboration: by promoting extensive interactions between Oncode research groups, with patients, clinicians and industry, to further stimulate innovations; 3) Valorization: by integrating all activities of the institute with professional and pro-active valorization efforts, to more quickly recognize the potential of break-throughs in the labs for public benefit, and to enable their efficient translation to a form that will create that benefit. More information is available in the ‘Strategic plan 2023-2027’.

What Oncode offers

The jr OIs position will be offered for a period of four years, starting on January 1st 2024, and includes base funding of €120.000,- in 2024 and 2025 and €108.000,- in 2026-2027. If the budget allows we will increase the base funding in the latter two years to €120.000,-. In addition, jr OIs will have full access to all Oncode programmes, activities and funding as well as dedicated valorization support.

Eligibility criteria

To be considered as jr OI, candidates should fulfill the following eligibility criteria:

- An independent research line relevant to Oncode’s mission, focusing on (basic) oncology research or research with high potential value for (basic) oncology research.
- Within 10 years after PhD defense (defense date at or later than June 1st, 2013). To determine this criterium, Oncode takes into account extensions based on pregnancy and/or care responsibilities for children, as well care leave and illness, for more information, please check the ‘Extension clause jr OI call’. This information will not be used in the assessment of the candidate.
- Candidate has (secured), or is likely to secure before July 2024, an independent research position at a research institute in the Netherlands*, for at least 0.6 FTE. Clinician-scientist need at least 0.2 FTE of protected research time. A prerequisite for appointment as jr OI is the execution of the affiliation agreement between the jr OI’s home institution and Oncode. For your reference the ‘Affiliation agreement template’ is available on the website.

*An independent research position is defined as: home-institute finances the position of the candidate applicant, the position of at least one employee additionally needs to be secured either by the home-institute or through granted research funding received by the candidate applicant.

Please note: In all cases, investigators will be employed by a (future) partner institution in the Netherlands and the position is subject to the policies, procedures and collective agreements of that institution.
Selection criteria

The selection criteria are based on Oncode’s vision, objectives and values, including the three pillars of science, collaboration and valorization. The selection criteria are as follows, thereby taking into account the career stage of the candidate:

Science
- Track record of scientific excellence* and future plans
- Expertise of the candidate and future plan is likely to further Oncode’s scientific mission and objectives
- Relevance of the independently pursued research line to cancer and/or expertise with high potential value for oncology research

Valorization
- When applicable, include a track record of impact for society
- Candidate will commit, to contribute to Oncode’s mission to translate breakthrough discoveries into new diagnostics and treatments for cancer patients

Collaboration
- Ability to engage in innovative collaborations, across disciplines
- Candidate is clearly committed to make a positive impact in the Oncode community

Oncode aims for a diverse team of OIs of different backgrounds and areas of expertise, and welcomes applications from candidates employed by institutions currently not affiliated to Oncode.

* Scientific excellence: candidate has made important contributions to the field. The selection panel will take into account 1) the candidate’s output, secured competitive funding and other indicators-of-excellence such as awards, speaker invitations and panel memberships and 2) the candidate’s future promise. The selection panel will review the future plans of the candidate and score for innovative, high-risk/high-gain approaches and whether the candidate is likely to make relevant contributions in the next 4 years.

Applications

Eligible applications include the following:
- Completed application form
- Two letters of recommendation, in which at least 3 points of recommendation are included for personal/career development. These letters need to be sent directly by your references to recruitment@oncode.nl.

If applicable, also include
- PDF of publication(s) of the applicant not open access available
- Formal documentation supporting a requested extension of the 10 year-term after PhD defense
- Formal documentation of appointment provided by home institute including group composition (in case the applicant has secured a group leader position)
• Letter of intent of Dutch research institute confirming that the institute is open to start conversations about a group leader position with the applicant (in case the candidate has not yet secured a group leader position)

Applications need to be submitted no later than June 14th, 4 pm to recruitment@oncode.nl.
Contact person: Marlinde Smit (recruitment@oncode.nl, phone 0031 (0) 48058206)

Application process

The application procedure consists of multiple selection stages:
1) candidates are selected on eligibility by Oncode;
2) the selection panel prepares a longlist of candidates based on the application form and recommendation letters;
3) in a review meeting, the selection panel will shortlist the candidates on the longlist to be invited for interview;
4) Based on interview and input from Oncode’s International Advisory Board (IAB), the selection panel will advise the MB on which OIs to select for joining the Oncode community
5) The MB will be involved at each selection step and responsible for making the final decision which candidates will be invited for the jr OI positions.

The intended recruitment criteria and the selection process have been reviewed by the Research Management Committee. The selection panel will consist of members of the Research Management Committee, and the process will be monitored by at least one independent external party with specific expertise in inclusive recruitment procedures. The Supervisory Board will supervise the selection procedure as a whole.

Timelines

• Call for applications open April 11
• Deadline application submission June 14th 2023, 4 pm.
• Notification interview candidates September 12
• Interviews September 25
• External communication Mid October