



# CAREERS BEYOND ACADEMIA

Options and Pathways for Researchers



**20-23**  
March 2023



**Online and  
in Oxford**

Careers conference for Oxford University research staff and DPhil students looking to explore roles beyond academia and the routes towards them.

With



**PANEL TALKS** with PhD holders and former academic researchers now working in a variety of sectors.



**WORKSHOPS** to identify skills and strategies for optimising career preparedness.



In-person **NETWORKING** events.

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# Welcome to

# **CAREERS BEYOND**

# **ACADEMIA:**

## **Options and Pathways**

## **for Researchers**

Our careers conference for research students and staff returns to provide inspiration and support for anyone considering career options beyond academia.

We invite you to follow your curiosity, attend as much of our programme as you can, and keep records of everything you discover. Enjoy asking: ***What options are out there for me, and how can I pursue a career transition?***

Online panel sessions provide insight into diverse employment sectors that actively seek the skills and experience researchers possess. Our panellists of career-transitioners will share their career journeys, provide insights into their roles, and give practical advice to guide your own career planning.

In-person and online workshops offer practical tools and help you define actions for beginning a career transition. This includes understanding your values and motivations to guide career searches and decision making, setting goals for your skill development, and translating your research experience into strong applications to unlock that next fulfilling step in your career.

Importantly, all our sessions highlight the skills that researchers already possess, irrespective of discipline, and demonstrate that diverse careers routes are already open to you. Research skills and experience truly are of great value and actively sought by employers beyond academia.

We hope you will find the conference both informative and inspiring, and we are looking forward to meeting you in person or online.

**Dr Chris Jeffs, Dr Rachel Bray, and Jonathan Black**  
**Oxford University Careers Service and Researcher Hub**

# OVERVIEW

## Monday 20 March

- 6 Ivory Tower or Satanic Mill: Is There Really Such a Difference Between Academia and Other Sectors?, 10:00-11:00
- 7 Careers in Tech: Technical and Non-technical Roles, 11:15-12:15
- 8 Data Careers: Big Data, Quantitative Research, and Data Science, 12:30-13:15
- 10 Starting a Career Transition: Understanding Your Motivators, Strengths, and Values, 13:30-14:30
- 11 Science and Medical Communications, 15:30-16:30

## Tuesday 21 March

- 14 Having Impact Alongside Research: Gaining Experience Employers Want, 10:00-11:00
- 15 Consulting: Using Your Research and Critical Thinking Skills, 11:15-12:15
- 16 STEM Research and Development in Industry and Beyond, 12:30-13:30
- 17 Identifying and Translating Your Research Skills to Impress Your Future Employer, 14:00-15:00

## Wednesday 22 March

- 20 Creative Industries as a Career Transition, Whatever Your PhD Specialism, 10:00-11:00
- 22 How to Take Action and Enhance Your Employability Skills at Oxford, 11:15-12:15
- 23 Using Research Skills for Policy Development: From Government to Charities and Business, 12:30-13:30
- 24 "It's OK to Leave" with Dr Emma Williams, 14:30-15:30
- 25 Networking with Successful Career Transitioners and Organisations Who Can Support You, 15:30-17:00

## Thursday 23 March

- 28 Research Related Roles in Higher Education, 10:00-11:00
- 29 Careers at the Forefront of Innovation – Making Your and Others' Ideas a Reality, 11:15-12:15
- 30 How to Transition Successfully Beyond Academia: Top Tips from the People Who Hire You, 12:45-13:45
- 32 Careers Fair for Researchers, 14:00-16:00

### ORGANISATIONS AT THE FAIR:

- |    |                                       |    |  |
|----|---------------------------------------|----|--|
| 34 | Ab Initio                             | 40 | Neu Health                                 |
| 34 | Aurora Energy Research                | 40 | Oxford Hub                                 |
| 34 | Calligo                               | 41 | Pivigo's S2DS: Science to Data Science     |
| 36 | Careers Service, University of Oxford | 41 | SIG  |
| 36 | d-fine                                | 41 | Temporary Staffing Service                 |
| 38 | Elsevier                              | 42 | TORCH: The Oxford Centre in the Humanities |
| 38 | Jane Street                           | 42 | White Space Strategy                       |
| 40 | Lifescience Dynamics                  |    |  |



Events on  
**MONDAY**  
**20 MARCH**  
**2023**





## IVORY TOWER OR SATANIC MILL: IS THERE REALLY SUCH A DIFFERENCE BETWEEN ACADEMIA AND OTHER SECTORS?

10:00–11:00

If you're contemplating a job outside academia, this session will help you understand what you might be getting into, the upsides and the downsides, whether it is in public sector, start-up, national or multinational corporation.

Chair

### JONATHAN BLACK

#### Director, Oxford University Careers Service

Jonathan Black has been Director of the Careers Service at Oxford University since 2008 after a broad career including in blue-chip management consultancy, international academic publishing, and co-founding a successful medical publishing start-up. Jonathan coaches students one-to-one, runs workshops, and devises new and innovative programmes that provide hands-on experiences for students. Jonathan is a Fellow and Tutor for Welfare at New College, Oxford, Chair of Skylark Works, and member of the Oxford Alumni Society Board. Jonathan writes the 'Dear Jonathan' column for readers' careers questions in the Financial Times. His recent book, 'How to find the Career you've always wanted' was described by Baroness Gillian Shephard as, 'One of the most practical and comprehensible career guides ever produced.'

### DR RACHEL BRAY

#### Researcher Hub Lead

I am an anthropologist who loves translating research into action. After a PhD at Durham and a couple of fixed-term lectureships in Edinburgh I followed my heart to South Africa. There I carried out research on how childhoods had changed since the democratic transition and amidst rising rates of HIV, supported by fellowships and teaching roles at the University of Cape Town, and Human Sciences Research Council. Returning to the UK I joined Oxford's Department of Social Policy and Intervention as a fixed term research officer. There I developed research on multi-dimensional poverty with the social movement ATD Fourth World, alongside two exciting, more senior paid roles. The first was a Careers Adviser for Researchers at Oxford. I now lead the [Researcher Hub](#), a new initiative driving policy change and

practical support for postdoc researchers and their academic managers. I consistently draw on my anthropological training, working in partnership with researchers across the University wherever possible, e.g. with the brilliant team at [Research Careers, Showcasing careers beyond academia](#), in [policy design, resource production](#) and through our [governance structure](#).

### DR MARKOS KOUMADITIS

#### HR Director, Oxford University

Markos was HR Director for the House of Commons. Prior to Westminster, Markos was the Group People Director at London South Bank University, one of several roles he has held in higher education. He has a PhD in Modern European History from Kings College London, and has studied in his native Greece, as well as in Italy and the UK.

### DR JOEL PHILLIPS

#### Developer and Researcher, Jane Street

Joel read Maths at Cambridge and then became a software developer, working mostly in investment banks. He left industry to do a PhD in applied maths at McGill, specialising in partial differential equations and finite elements. He had related postdoc positions at Reading and UCL, but then left academia (again) to join Jane Street. Joel works closely with traders at Jane Street, looking for new trading opportunities, improving existing trading and building the systems that execute or monitor that trading. He combines quantitative methods, a mixture of data science, machine learning and software engineering, with a qualitative understanding of markets. Some trades are challenging to execute; Joel also works with software developers and other engineers to build trading systems that are fast, safe and flexible.



## CAREERS IN TECH: TECHNICAL AND NON-TECHNICAL ROLES

11:15-12:15

Panelists working in both technical and non-technical roles will share their experience transitioning to and developing a career in this sector.

### DR CHLOE CEREN TARTAN

#### Circular Intelligence Tech Lead, Technology Sustainability Manager, Accenture

As Tech Sustainability Manager at Accenture, my role entails providing strategic insights for leaders in both private and public sectors around digital technology solutions that enable sustainability use cases. I specialise in digital technologies for circular business models and supply chains, working closely with Accenture's ecosystem partners and our innovation labs to identify the optimal solution for a given use case. I did a BSc in Physics at Imperial College London, a MSc in Spacecraft Technology & Satellite Communications at UCL, a MRes in Photonics Systems Development at Cambridge University and then a DPhil in Engineering Science at Oxford, during which I deployed a micro-fabrication technique to develop novel polymer liquid crystalline structures. Prior to Accenture, I worked for 4 years in a blockchain R&D role at nChain, where I specialised in novel blockchain-based solutions for ESG applications, as well as addressing the environmental impact of the Bitcoin blockchain. During my time at nChain, I co-founded WiBS (Women in Blockchain | STEM) to promote opportunities for women in tech by curating educational events and webinars on blockchain technology.

### DR ELO LUIK

#### Product Manager, Genomics plc

As a Product Manager at Genomics plc, I work with a cross-functional team of engineers, designers, scientists and others to build software products that deliver on the company's vision, delight our users and support our business goals.

I completed an MPhil and DPhil in social anthropology at Oxford, focusing on global markets in emerging biotechnologies in the assisted reproductive space and in particular the low-cost surrogacy market in India.

I have previously worked closely with founders as a product researcher at early stage startups and as a UX researcher in health-tech, before making the move to product management.

### DR SCOTT THOMSON

#### Senior Consultant, TNG Technology Consulting GmbH

I studied Mathematics and Theoretical Physics in Scotland before undertaking a Ph.D. in Pure Mathematics in England. I held two two-year post-doctoral positions in Switzerland, between which I was a visitor at the Max Planck Institute for Mathematics in Bonn for a year. My Ph.D. work was mostly concerned with hyperbolic geometry and included little computational work. Following my time as a researcher, I spent a number of months time looking for further employment, eventually being offered a position at TNG. This position was entry-level in the sense that no background in IT was required. My role can in theory vary from project to project, but largely corresponds to that of a software developer working in a development team. Here, my specific technical specific interests include development for the cloud, and DevOps. I might very occasionally contribute to a Technical Due Diligence report, which would typically constitute a short-term side-project in which some aspect of a client's IT landscape is assessed. I also undertake company-internal tasks such as devising and leading workshops, giving talks, and helping with interviews.

### DR ASHMITA RANDHAWA

#### Head of Innovation, Digital Catapult NETV

As the Head of Innovation for Digital Catapult NETV based at Sunderland Software City, my responsibilities include overseeing the delivery of innovation programs and initiatives across the North East and Tees Valley regions. I am also an Honorary Fellow at the SKOPE Research Centre based at the Department of Education, University of Oxford. My educational background includes a BSc in Biological Engineering from Boston University, after which I worked at Procter & Gamble for six years as a Senior Scientist. I then pursued a master's in Education Leadership & Policy Studies at Boston University, which further sparked my interest in STEM/STEAM education and policies. As a result, I pursued a DPhil in Education at Oxford, during which I was involved in multiple projects that focused on policy, technology, and educational systems.

## DATA CAREERS: BIG DATA, QUANTITATIVE RESEARCH, AND DATA SCIENCE

12:30-13:15

From data engineering to quantitative research to data science, the field of data offers a wealth of opportunities for those with strong analytical and quantitative skills. Our panelists will share insights based on their professional experience and answer your questions on the day-to-day realities of careers in data.

### DR JÚLIA SALA-BAYO

#### Data Scientist, Faculty.AI

As a Data Scientist at Faculty.AI, my role is to deploy and operate AI solutions to increase our customers' performance and help them realise their full potential. When I started my career, I was very passionate to understand how cognition is dealt with in the brain. For this, I did my BSc in Biomedical Sciences and MSc in Neuroscience at the University of Barcelona. During both degrees, I did multiple lab placements where I investigated the neural circuits underlying learning. I then moved to the University of Cambridge to pursue a PhD exploring the role of DA in cognitive flexibility. I continued with a postdoc in Clinical Neuroscience at the University of Oxford aiming to combine it with computational Neuroscience approaches. During that time, I also studied an MSc in Artificial Intelligence, which led me to join the Faculty Fellowship. During the Fellowship, I improved the recommender systems for a start-up matching candidates to job offers in tech.

### DR FRANCISCO JOSE GARCIA ABAD

#### Quantitative Research Analyst, Susquehanna International Group

As a quant, my role is to help improve our trading decisions. This comes in a wide variety of ways, from market modelling and simulations to statistical analysis. I have done a BSc in Physics at Universidad de Oviedo, an MSc in Theoretical Physics and Universidad Autonoma de Madrid and then a DPhil in Theoretical Physics at Trinity College Dublin, where I focused on a useful relationship between General Relativity and Quantum Field Theory called the AdS/CFT correspondence.

In 2019, after completing my PhD, I applied for a position as a Quantitative Research Analyst at Susquehanna International Group and have been working here ever since.

### DR AVINASH KOLLI

#### Internal Consultant, Ab Initio

As an Internal Consultant at Ab Initio, my role involves helping clients solve their most challenging data processing problems. This can involve programming and architecture advice, operational planning, performance tuning, training, and debugging problems (sometimes all of these in the same day).

I completed a BA/MSci in Natural Sciences at the University of Cambridge with a specialisation in Theoretical Physics. Following this I undertook a DPhil in Materials Sciences at Oxford University, where I investigated prototype architectures for implementing the building blocks of quantum computers in solid state systems. Prior to joining Ab Initio, I spent three years working as a postdoc in UCL exploring the interplay between quantum effects and thermal noise in biological systems such as light harvesting complexes.



A woman with long dark hair, wearing glasses and a dark blue polka-dot top, is shown in profile from the side, looking down at a document she is holding. In the background, a laptop is open on a desk, displaying some text. The scene is brightly lit, likely from a window out of frame.

# **REMEMBER WHAT YOU HAVE TO OFFER AND BE ENCOURAGED.**

As a researcher, you have already proved that you are a highly adaptive, life-long learner with advanced analytical skills. These qualities are valued in all evolving employment landscapes.

## STARTING A CAREER TRANSITION: UNDERSTANDING YOUR MOTIVATORS, STRENGTHS, AND VALUES

13:30-14:30

How will you know if your new career path is right for you? Investing time in understanding yourself is an essential first step.

During this in-person session we will work through tools for understanding your personal interests, strengths, and values. These insights can form the foundations of your career explorations and decisions.

Workshop objectives:

- Provide an understanding of your motivations for making your decision to move.
- Use tools for identifying your values, work preferences, and personal/professional boundaries.
- Set a plan for using this self-understanding to investigate job possibilities in a strategic way.

Facilitator

### DR CHRIS JEFFS

#### Careers Adviser, Oxford University Careers Service

Chris completed his PhD and a postdoctoral research position at the University of Oxford's former Department of Zoology, with a research focus within climate change ecology and entomology.

Chris pursued a career switch beyond academia to lead public engagement, science communication and career development work at the British Ecological Society, a charity and learned society. His work there involved: organising public exhibitions, events, and large-scale school outreach programmes; delivering career development support for students and professional ecologists/researchers including training and mentoring; fundraising through project managing applications for large and small grants as well as donations from individuals and organisations.

Additionally, Chris has worked as a freelance science communicator, mentor/tutor, and project manager for clients conducting ecological surveying and public engagement work.

As 'Careers Adviser for Researchers', Chris provides support focused for research staff.



## SCIENCE AND MEDICAL COMMUNICATIONS

15:30-16:30

Researchers are regular communicators, be it via reports, articles, presentations or public engagement. Hear from our panel of scientists who work in a range of roles within science and medical communications and hear about their career journeys.

### DR REBECCA DOUGLAS

#### Group Programme Director, Talent, IPG Health Medical Communications

Rebecca has a passion for communicating science and for people development, which has led to her current position overseeing Fuel, the comprehensive, high-quality training and development program for entry-level talent at IPG Health Medical Communications. Fuel is designed to equip talented people with the skills, networks, and experience they need to launch a successful career in Medical Communications.

Rebecca has an BSc (Hons) in Applied Genetics from the University of Liverpool and PhD in Neuroscience from the University of Manchester. Her PhD was entitled: The role of Sonic Hedgehog in diabetic neuropathy.

Rebecca has worked in Medical Communications since 2004, starting as an Associate Medical Writer and progressing to Scientific Director. She moved into talent development in 2019 and really enjoys speaking with people who want to know more about the industry.

### DR ALFREDO SANSONE

#### Senior Content Acquisition Lead, Elsevier

In my role of Senior Content Acquisition Lead, I oversee the content acquisition strategy of the Neuroscience and Psychology portfolios at Elsevier (about 120 journals). I support Publishers and Editors in developing the special issue program of the journals and finding the right topics and Guest Editors. I am also responsible of managing a team of Content Acquisition Leads working on other portfolios in the Life Sciences, Social Sciences and Economics group.

I studied Biology at University of Naples Federico II (Italy) and obtained my PhD in Neuroscience in 2014 at University of Göttingen (Germany)

working on the amphibian olfactory system. Then, I was awarded a Marie Curie postdoctoral fellowship from the European Union to carry out postdoctoral research at University College London (United Kingdom), working on collective cell migration of the neural crest.

In 2017, I transitioned into an editorial role working for about three years as a Senior Editor in the journal Nature Communications (Springer Nature), followed by one year working as Team Lead at Scientific Education Support, and two years working as Deputy Editor at the journal iScience (Cell Press).

### DR PENNY SARCHET

#### News and Digital Director, New Scientist

At New Scientist, I am in charge of the magazine's online and print news journalism, plus how we use our digital channels (website, social media and video) to report on the latest discoveries and big ideas in science.

Before becoming a full-time science journalist, I spent seven years at Oxford, first getting my BA Hons in Biological Sciences, followed by a DPhil at the Department of Plant Sciences, which focussed on the genetics and development of explosive seed dispersal in a common weed. After my studies, I freelanced as a science journalist for national publications alongside working as a staff reporter at the specialist science policy magazines Research Fortnight and Research Europe.

In my eight years at New Scientist I have performed a number of roles, including reporter, news editor, and specialist biomedical news editor. In 2020, I led our publication's coverage of the emerging covid-19 pandemic, and I also write our monthly wildlife newsletter, Wild Wild Life, and co-host the New Scientist Weekly podcast.



Events on  
**TUESDAY**  
**21 MARCH**  
**2023**





## HAVING IMPACT ALONGSIDE RESEARCH: GAINING EXPERIENCE EMPLOYERS WANT

10:00–11:00

This session will feature a series of lightning talks by a range of organisations encouraging engagement with research students and staff

Session partner

### THE BRILLIANT CLUB

The Brilliant Club works across the UK, supporting less advantaged students to access the most competitive universities, and to succeed when they get there. You can get involved with our work by applying to tutor with us, giving you the opportunity to make an impact, develop pedagogical knowledge, participate in public engagement and design a course based on your own research. [Become a Tutor today!](#)



### DR EMMA ALDERHAYES-ROWE

**Tutor Recruitment and Retention  
Coordinator, The Brilliant Club**

### DR JACI BARNETT

**Head of Consulting Services, Oxford  
University Innovation**

Jaci leads the team responsible for generating impact from the expertise in the University's academic community.

Most recently, Jaci was Head of Research Commercialisation and Investment at the University of Bristol, managing the team responsible for licensing Bristol's technologies to new and established companies across a wide range of sectors. Prior to this, she worked at Nelson Mandela University and Wits Commercial Enterprise in South Africa across a broad range of innovation activities, from managing research and consulting contracts, to technology transfer and incubation.

Jaci also spent fifteen years in a contract research organisation and in industry, mostly focussed on food science, biotechnology and engineering.

Jaci holds a BScEng and MScEng (by research) in Chemical Engineering from the University of Natal, Durban and an MBA from the Gordon Institute of Business Science at the University of Pretoria. She is a Registered Technology Transfer Professional and was previously the president of the Southern African Research and Innovation Management Association and on the Council of the Alliance of Technology Transfer Professionals.

### MIRIAM CHAPPELL

**Head of Community Volunteering, Oxford  
Hub**

The Oxford Hub runs volunteering programmes and community projects that support people to thrive, get involved in their community, and tackle inequality. Volunteers can take part in mentoring and language support programmes, and work in partnership with the University of Oxford to run the Community Enterprise Awards – support for University members to make their ideas for tackling inequality in Oxford happen.

### DR MICHAEELEA

#### LIVINGSTONE-BANKS

**Head of Public and Community Engagement  
with Research, MPLS Division**

Michaela is the Divisional lead for Public Engagement with Research (PER), and is responsible for developing, implementing and monitoring the Division's Strategic Plan for Public Engagement with Research, with a focus on engagement with local communities.

Prior to working at the University, Michaela was Special Projects Manager at the UK Association for Science and Discovery Centres, overseeing the successful 'Hands-on DNA' and 'Explore Your Universe' national, strategic engagement projects.

Facilitators

### DR CHRIS JEFFS

**Careers Adviser, Oxford University  
Careers Service**

### DR RACHEL BRAY

**Researcher Hub Lead**



## CONSULTING: USING YOUR RESEARCH AND CRITICAL THINKING SKILLS

11:15-12:15

From advising on the implementation of novel technological or medical solutions to project management and strategic thinking in finance or social enterprises, consultancy can be a stimulating and rewarding career for those moving beyond academia from any discipline and wanting to have impact. This panel session will feature PhD holders who are now working in consultancy across a range of sectors.

### DR KRISTI BOONE, AFHEA

Kristi undertook the full [switch programme](#) during her PhD (Sociology of Religion) at the University of Leeds. Kristi offers some workshops with Code-Switch as well as independently doing mixed methods consulting: primarily UX research, SME Development and DEI focused UX and policy implementation under her own consultancy, [Trailblazing Scholar](#).

### DR HOLLY JENKINS

#### Senior Business Analyst, Lifescience Dynamics

As a Senior Business Analyst at Lifescience Dynamics, my role is to provide strategic insight and foresight to the world's top 25 largest life sciences companies. I hold a Genetics BSc (Hons) from Cardiff University, UK, a Master of Public Health and PhD in Neonatal Medicine from Imperial College London, UK. During my PhD, I established a prospective clinical research study on the Neonatal Intensive Care Unit at Chelsea and Westminster Hospital that focused on understanding neonatal gut function. Prior to joining Lifescience Dynamics, I also completed a two-year Post-Doc in the Women and Children's Department at King's College London where I investigated the molecular and microbial causes of preterm birth. As part of this project, I took an eight-month secondment to the University of Queensland, Australia to work alongside international collaborators.

### DR STUART KEPPIE

#### Innovation Consultant, Innovia Technology

Stuart is a Magdalen College alumnus with a DPhil in interdisciplinary bioscience who joined Innovia Technology three years ago.

### DR RYAN WARNE

#### Partner, d-fine

Ryan is a Partner at d-fine and is head of d-fine UK. He transitioned to d-fine after completing his PhD in Astrophysics in 2010. He is passionate about enabling business and people through positive and responsible change.

## STEM RESEARCH AND DEVELOPMENT IN INDUSTRY AND BEYOND

12:30-13:30

This session will feature speakers across the physical and life sciences and from different industry contexts who have continued their research beyond academia.

### DR ELLEN BORDER

#### Group Leader, Adaptimmune Therapeutics

Ellen has a DPhil in Structural Biology from Oxford and MBiochem in Molecular and Cellular Biochemistry, before working with Adaptimmune for 10 years as a Senior Scientist, Principal Scientist, and now Group leader of the Protein Pipeline group

### DR ALLAN EVANS

#### Senior Algorithms Researcher, Oxford Nanopore Technologies

At ONT I work in a multidisciplinary team, applying signal processing and machine learning (and sometimes a bit of physics) to next-generation DNA sequencing technology. I did a BA in Natural Sciences and a PhD in statistical physics in Cambridge, and then worked at De Montfort University for eight years, ending up as a senior lecturer and head of a small research centre applying holographic imaging and image processing to industrial applications. Finding I was spending all my time getting money for research rather than doing it, I moved to the Sharp Corporation research lab in Oxford, and spent eight years working on 3D displays, privacy devices and image enhancement for TV, and filing lots of patents rather than writing lots of grant applications. I then developed algorithmic trading systems for a hedge fund for another eight years. After a couple of years as an independent consultant and an aborted attempt to train as a physics teacher, I joined Oxford Nanopore in 2018. My published articles and patents include work on quantum dots, 3D displays for Pachinko, privacy devices, digital holography, neural network signal processing and the trajectories of traffic-accident victims.

### DR ÁLVARO MENDUIÑA

#### Mission Safety Analyst, Civil Aviation Authority

I did my DPhil in Astrophysics and I work in Space Regulation, doing technical assessments of rocket launch and spaceport licences in the UK as part of the Analysis Team within the Civil Aviation Authority. As an Analyst, I help with the assessment of safety cases and provide modelling support to validate the safety of these launch and spaceport operations. My current research activities involve collaborations with universities to study risks to the space environment and the development of new tools to support the oversight of UK satellite operations.

### DR OTTO MORRIS

#### Biological Data Scientist, Exscientia

As a Biological Data Scientist at Exscientia, I apply bioinformatic and machine learning techniques to aid in the identification and validation of novel therapeutic drug targets.

I did an MBiochem in Biochemistry at the University of Oxford, UK and then a PhD in Cancer Biology at The Institute of Cancer Research, London, during which I researched mechanisms of innate immune regulation. Before Exscientia, I was an EMBO postdoc researcher at Genentech, Inc and The Buck Institute for Research on Aging in San Francisco, USA.

Throughout my postdoc, I applied live-imaging microscopy to study how intestinal stem cell metabolism changes with age. To aid the analysis of large quantities of imaging data, I learned to code and became increasingly interested in bioinformatics, machine learning and data science. This began my career transition from wet to dry lab and eventually led to my current data scientist role at Exscientia.

## IDENTIFYING AND TRANSLATING YOUR RESEARCH SKILLS TO IMPRESS YOUR FUTURE EMPLOYER

14:00-15:00

Are your research skills and experience valuable beyond academia? The answer is 'yes'! It's just a matter of packaging them in a format that employers beyond academia will understand. In this in-person session, we will provide tools for identifying your professional skills and converting your research experience into strong applications.

Facilitator

### DR ABBY EVANS

#### Co-Head of Careers Team, Oxford University Careers Service

I lead the team of Careers Advisers at Oxford and also advise students, researchers and alumni on career-related matters through individual guidance, workshops, programmes and other events. With a particular focus on science and education, I also regularly contribute to outreach activities for the University and collaborate extensively with external organisations keen to recruit at Oxford.

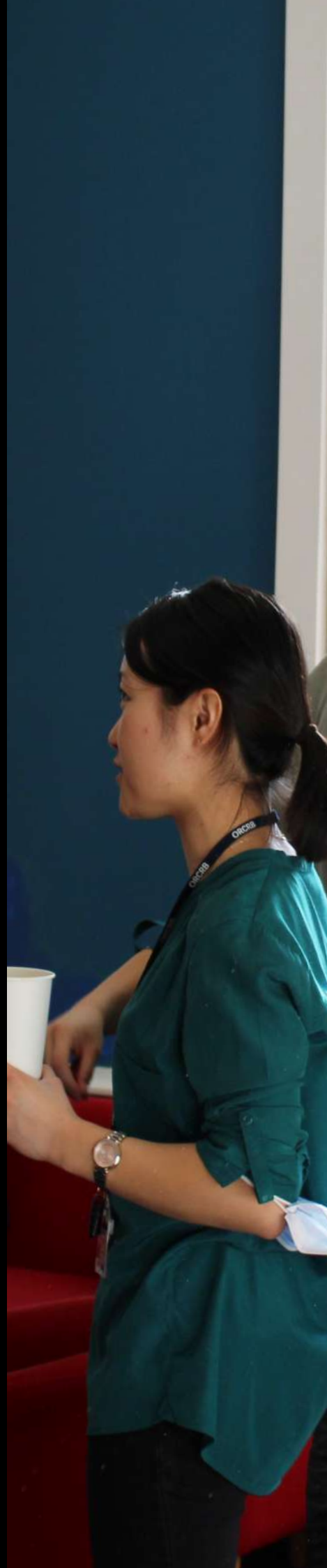
My first degree was in Natural (Earth) Sciences at the University of Cambridge, where I also completed my PhD in Geophysics. Following a period as a post-doctoral researcher, I taught science in secondary schools before joining Oxford as a Careers Adviser.





Events on

**WEDNESDAY**  
**22 MARCH**  
**2023**





## CREATIVE INDUSTRIES AS A CAREER TRANSITION, WHATEVER YOUR PHD SPECIALISM

10:00–11:00

PhD holders from any discipline are sought within the creative industries for their transferable expertise.

This panel discussion will focus on how to make the shift from academia to the creative industries and how to start to think about a career within its subsectors.

### DR ALEXA FROST

**Archivist, Blenheim Palace**

Alexa read Classics at St Anne's College, graduating in 2003 and progressed to study a Classics MA at the University of Bristol, an MA in Psychoanalytic

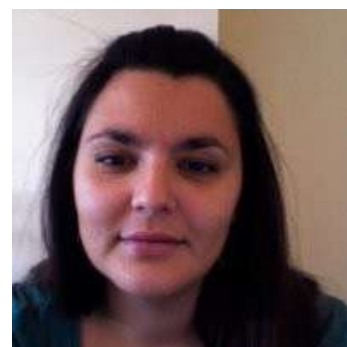


Studies and then a Classics PhD at University of Royal Holloway. Deciding against a career in academia, she joined Blenheim Palace as an Assistant Archivist in 2015 after spending a year working there on a freelance basis. After completing a degree in Archives and Records Management at the University of Dundee, she became the Blenheim Archivist. Having established more formal Archives, Blenheim Palace is developing the service to encompass outreach projects, greater access to researchers and engagement with stakeholders.

### DR GLORIA FUENTES

**Co-Founder and Scientific Visual Communicator, The Visual Thinker**

Gloria is the co-founder and scientific visual communicator at The Visual Thinker, a small studio that Gloria created. Gloria's role is to translate scientific information



from complex projects to visual assets targeted to a diverse range of audiences. Gloria undertook her BSc in Organic and Physical Chemistry at the University of Extremadura, Spain and then a DPhil in Molecular Biology at the Spanish National Research Council (CSIC) and York University (UK). Prior to creating The Visual Thinker, Gloria went down the academic path from postdoc to Assistant PI in different institutions, such as Bijvoet Centrum (The Netherlands), Spanish National Cancer Research Center, Bioinformatic Institute in A\*STAR (Singapore) and RIKEN (Japan), where she continued working on the field of Structural Computational Biology with strong application in Biomedicine.



## CREATIVE INDUSTRIES AS A CAREER TRANSITION, WHATEVER YOUR PHD SPECIALISM (CONT.)

10:00-11:00

### JAMES MCNAMARA

**Co-Creator/Showrunner, Disney+**

James McNamara is the co-creator and showrunner of *THE ARTFUL DODGER*, a new premium international drama for Disney+, Sony Pictures Television, and



Curio Pictures. He is also the creator of *COOPER* - an international television drama series for Goalpost Pictures and Quizzical Pictures. Twice named an "international rising star" by BAFTA LA, McNamara specializes in complex literary adaptations and in elevated genre and period drama with a darkly comic edge.

James is also a writer/professor and teaches Film and Media Studies at the University of California, Santa Barbara and is a Visiting Fellow in the Department of English at the University of Sydney. His research focuses on screen adaptations of Shakespeare. McNamara graduated from Australia's national film school, AFTRS, and holds a PhD in English Literature from Oxford where he was a Clarendon Scholar. He was previously a corporate litigation lawyer at McDermott Will & Emery.

### JAKOB GAARDBO NIELSE

**LEGO, Lead Digital Experience Editor**

Jakob has been working with the LEGO group since May 2021 where he started as an Associate Content Manager to develop new ways of telling LEGO stories



through Non-Player-Character engagement. More recently, Jakob has become the Lead Digital Experience Editor at LEGO to manage LEGO® Tone of Voice. Jakob completed his Bachelors, Masters and most recently a PhD in Comparative Literature at Aarhus University in Denmark. Previous experience has included a Visiting Researcher at Lancaster University and a Freelance Copywriter and Editor

### DR ANDREA WILLIAMS

**Script Coordinator, Netflix**

Andrea read French, Language and Literature at the University of Adelaide graduating in 1986 and went on to gain her DPhil in Medieval and Moderns Languages from



University of Oxford in 1995. Andrea was an academic for 20 years before moving into film & TV about 5 years ago. Andrea is now an experienced Script Consultant (Features, TV, Short Films; particularly Drama), currently working as a Script Coordinator for Netflix period dramas. Andrea is also a published author (including a book on the Legend of the Holy Grail).



## HOW TO TAKE ACTION AND ENHANCE YOUR EMPLOYABILITY SKILLS AT OXFORD

11:15-12:15

Using a career development action plan framework, this session will help you plan and make the most of the opportunities available across the university, from training in leadership and management, to gaining experience in teaching and commercial awareness. Led by the Oxford University Researcher Hub and Careers Service, join this session to learn about the range of different training and resources on offer from across the University and beyond.

### DR CHRIS JEFFS

#### Careers Adviser, Oxford University Careers Service

Chris completed his PhD and a postdoctoral research position at the University of Oxford's former Department of Zoology, with a research focus within climate change ecology and entomology.

Chris pursued a career switch beyond academia to lead public engagement, science communication and career development work at the British Ecological Society, a charity and learned society. His work there involved: organising public exhibitions, events, and large-scale school outreach programmes; delivering career development support for students and professional ecologists/researchers including training and mentoring; fundraising through project managing applications for large and small grants as well as donations from individuals and organisations.

Additionally, Chris has worked as a freelance science communicator, mentor/tutor, and project manager for clients conducting ecological surveying and public engagement work.

As 'Careers Adviser for Researchers', Chris provides support focused for research staff.

### SUSANA SALINAS RIOS

#### Researcher Development Consultant, Researcher Hub

Susy is supporting Oxford's journey to improve research culture as part of the Researcher Hub. She works collaboratively across divisions and teams at the university to support Researcher Development. Her focus is currently on providing access to leadership and management development opportunities for fixed-term researchers and managers of researchers at the University.

Susy is a Human Resources professional who is passionate about talent development and wellbeing. She has international experience in a variety of different industries such as consumer goods and apparel/fashion. She also has experience in learning and development, creating virtual programmes for employee's skill and career development.

## USING RESEARCH SKILLS FOR POLICY DEVELOPMENT: FROM GOVERNMENT TO CHARITIES AND BUSINESS

12:30-13:30

Speakers will share their experiences transitioning from academia to working in a range of roles and contexts within policy research and implementation.

### DR SUSAN DIVALD

**Strategy Lead, Department for Education, London**

I defended my Oxford DPhil in Politics in September 2020 where my thesis compared the autonomy claims of Hungarian ethnic minorities in Romania and Slovakia. After the DPhil, I temporarily worked at the Said Business School whilst applying for jobs. I'm now doing something completely different and work as a policy professional in the civil service for the Department for Education, where I draw on some of my pre-DPhil experience from working at the UN's International Labour Organisation. I've held different positions so far at DfE and have worked in Further Education Covid Response, as a project lead working for an Independent Strategic Advisor and currently as a strategy lead for the Careers Division. I really enjoy being so closely tied to the pulse of designing and implementing policy, thinking strategically and always learning something new. It's been a great career transition for me, although I do miss being able to get lost in reading and having more time in my diary!

### DR AOIFE O'HIGGINS

**Director of Research, What Works for Children's Social Care**

Aoife O'Higgins completed an MSc in Evidence Based Social Intervention followed by her DPhil in Education/Social Sciences before completing two post-docs at Oxford. She combined her research with teaching and programme management for the MPP at Oxford's Blavatnik School of Government.

In September 2020 she became Director of Research at [What Works for Children's Social Care](#) (one of 9 [What Works Centres](#) in the UK). Aoife leads the centre's research activities, which includes designing and conducting large scale evaluations and making the case for evaluation to partners in local and central government.

### SHALISHA PATRICK

**Social Research Team Leader, Department for Work and Pensions (Westminster)**

As a senior social researcher in the civil service, my role is to provide strategic advice based on evidence to help support ministerial decision making and deliver welfare policies. What I enjoy most in my role (and working in the civil service more generally) is that no two days are the same! The work is varied and interesting - I am learning every day. I have a first-class honours undergraduate degree in Mathematics, and also a Masters in Comparative Social Policy at the University of Oxford. I have been working in the civil service for around 3 and a half years. I've also worked in local government and on a number of qualitative and quantitative contract projects, including assisting a Professor in Social Policy from the Open University on a project related to the United Nations Sustainable Development Goals.

### DR TOMÁS QUESADA-ALPÍZAR

**International Politics and Policy Analyst, Independent Consultant**

As an International Politics and Policy Analyst my role is to develop, manage, and implement strategies and projects for international organizations on numerous topics, including democratic governance and electoral affairs. Conducting research, managing stakeholders, and providing advice to high-level officials are also essential tasks of my job. I have carried out similar work for private organizations with a regional or international outlook on political risk and global trade. I did a BA in Law at the University of Costa Rica, a MSc in Comparative Politics at LSE, and a DPhil in Politics at the University of Oxford, during which I investigated the internal dynamics of the empowerment of constitutional courts in Latin America from 1990 to 2016. Prior to my DPhil, I also held work as an advisor at the Office of the President of Costa Rica and at the Ministries of National Planning and Economic Policy and of Foreign Trade. During and after my time at Oxford, I also worked as an academic researcher assistant and a lecturer.

## “IT’S OK TO LEAVE” WITH DRE MMA WILLIAMS

14:30–15:30

Early career researchers are incredible super numerate, super literate, problem solving, project managing wonders. The wider world needs your talents!

So why do so many of us find moving out of academia such a big mental leap? We will explore how to give ourselves the permission slip to make positive and proactive choices for our careers – academic and otherwise.

### KEYNOTE SPEAKER: DR EMMA WILLIAMS

Dr Emma Williams is on a mission to enable researchers to take the next career step positively and proactively. Harnessing her 30+ years in and around Higher Education – from physicist to training business owner – she speaks, writes and trains on all things researcher development.

Her favourite soapboxes include women’s development in Universities and encouraging researchers to investigate all things enterprising. She brings creativity, empathy and usually a large coffee to her work.



## NETWORKING WITH SUCCESSFUL CAREER TRANSITIONERS AND ORGANISATIONS WHO CAN SUPPORT YOU

15:30–17:00

Learning from those who have undergone a career transition themselves can be the most informative way to learn and be reassured about your own career planning and decisions. Hear from and ask questions from PhD holders who have recently undergone career transitions.

### DR YOANNA ARIOSIA MOREJON

#### Senior Scientist, Adaptimmune

Yoanna is conducting mass spectrometry based discovery using Immunopeptidomics and Quantitative Proteomics. Helping find and validate target antigen to fight diseases.

### DR JOANNA BAGNIEWSKA

#### Communications and Public Engagement Officer, Department of Paediatrics

I am responsible for developing and implementing communications and outreach activities across the Department of Paediatrics.

I obtained my DPhil at Oxford University's Zoology Department, and have subsequently worked as a Lecturer in Wildlife Conservation at Nottingham Trent University, and a Teaching Fellow in Zoology at the University of Reading. Since my doctorate, alongside my academic career, I have headed a range of public engagement and science communication activities. I currently split my time between zoology (as a Senior Lecturer in Environmental Sciences at Brunel University London), and communications and outreach.

### DR DAVID DO

#### International Commercial Director, AstraZeneca

David is a senior executive with extensive experience in Healthcare and high tech.

He specialises in launching new business, business performance improvement, and government affairs.

### DR ALEXA FROST

#### Archivist, Blenheim Palace

Alexa read Classics at St Anne's College, graduating in 2003 and progressed to study a Classics MA at the University of Bristol, an MA in Psychoanalytic Studies and then a Classics PhD at University of Royal Holloway. Deciding against a career in academia, she joined Blenheim Place as an Assistant Archivist in 2015 after spending a year working there on a freelance basis. After completing a degree in Archives and Records Management at the University of Dundee, she became the Blenheim Archivist. Having established more formal Archives, Blenheim Palace is developing the service to encompass outreach projects, greater access to researchers and engagement with stakeholders.

### DR CHRIS JEFFS

#### Careers Adviser, Careers Service

Chris completed his PhD and a postdoctoral research position at the University of Oxford's former Department of Zoology, with a research focus within climate change ecology and entomology. Chris pursued a career switch beyond academia to lead public engagement, science communication and career development work at the British Ecological Society, a charity and learned society. As Careers Adviser for Researchers, Chris provides support focused for research staff.

### DR LAURÈNE VETTERLI

#### Senior Medical Writer, Meridian HealthComms (Part of the Bioscript Group)

Laurène is a medical writer with academic research experience in the fields of biochemistry and metabolism.



Events on  
**THURSDAY**  
**23 MARCH**  
**2023**









## RESEARCH RELATED ROLES IN HIGHER EDUCATION

10:00–11:00

Hear from and talk to former Higher Education researchers who have developed careers in Higher Education outside of research and academic teaching, and find out if this might be for you.

### DR HOLLY BRATCHER

#### **Area Safety Officer, Department of Biology MPLS Division**

As the ASO, my role is to provide strategic decision support and action planning to the Department of Biology and oversee the departmental safety program and the team, and am a resource to the MPLS Division as a subject matter expert and trainer. I have a 30-year multidisciplinary background in forensics, public health, and academic research. I received a BSc in Genetics at the Colorado State University, USA, an MSc(hons) in Biomedical Forensics at the University of Manchester, UK, and then a DPhil in Genomic Epidemiology at the University of Oxford, UK. Prior to becoming an ASO, I held a 5-year postdoc role in the Department of Zoology, University of Oxford, during which I developed a whole genome sequencing and comparative population genomics program to describe and explain the underlying genetic basis of the population structure of *Neisseria meningitidis* and the evolution of pathogenic bacterial lineages. During my time as a postdoc, I was a highly active member of the Departmental Safety Advisory Committee, the Laboratory Supervisor for undergraduate research projects, the Laboratory Manager overseeing shared containment laboratories, and a consultant for Oxford Innovation.

### DR TIM DAVIES

#### **Head of Administration & Finance, School of Archaeology, University of Oxford**

As Head of Administration & Finance at the School of Archaeology at the University of Oxford, I lead a team of operational managers and professional staff and have overall responsibility for all aspects of non-academic administration. I also support the academic Head of School to provide strategic

leadership for the School on areas such as financial sustainability, teaching, research and societal impact. I studied for a BA in Economic and Social History at the University of Leicester and then a MA and PhD, also at Leicester, during which I explored the language and marketing techniques of health and beauty products and services between the 1780s and 1880s. On completing my PhD, I moved to Oxford to start a career in university administration and have worked in a variety of roles since: general administrative support including running a reception desk, events management organizing conferences, workshops and summer schools, research facilitation supporting academics applying for external research income, and project management delivering the Social Science Division's submission to the 2021 Research Excellence Framework.

### DR MARY MUERS

#### **Research Culture Facilitator, Medical Sciences Division, University of Oxford**

As Research Culture Facilitator for the Medical Sciences Division in the University of Oxford, my role is to facilitate connections, share learning, and contribute to strategy and practice within and beyond the Division to accelerate improvements in research culture. I studied Biochemistry (MBiochem) at the University of Oxford and completed a DPhil focused on molecular biology at the Weatherall Institute of Molecular Medicine, Oxford. I remained at this institute as a post-doctoral researcher for approximately two years. I moved into scientific publishing, holding several editorial positions over nearly 7 years at Nature Reviews Genetics and Nature Biotechnology. I returned to the University of Oxford as Senior Science Writer in the Ludwig Institute for Cancer Research in the Nuffield Department of Oxford (nearly 7 years), before moving to my current role in February 2022.

## CAREERS AT THE FOREFRONT OF INNOVATION – MAKING YOUR AND OTHERS’ IDEAS A REALITY

11:15-12:15

Hear from speakers who have launched new initiatives and are involved in jobs supporting innovation and entrepreneurial thinking.

Chair

### LEAH THOMPSON

**Entrepreneurship Hub Lead, University of Oxford**

Leah is the lead for the University Entrepreneurship Hub – an initiative to connect and promote entrepreneurship across Oxfordshire. She works with partners and key stakeholders across the University and region to facilitate collaboration, build community, and create entrepreneurial opportunities. Leah has a degree in Biology from University of British Columbia in Canada, and has a broad range of experience in project and people management, consultancy, operations and marketing in sectors such as agriculture, IT, facilities management and retail.

### DR GREG DICKENS

**Innovation Consultant, Innovia Technology**

I work with Innovia to invent new technologies, products, or processes for companies in various sectors (healthcare, food, apparel, transport, energy, etc.). My role is 50% investigating science to create concepts, and 50% planning new research or project directions.

I have an MA in zoology and a Medical Baccalaureate from the University of Cambridge, as well as an MBA from Quantic. I used my MB research time allocation to investigate marmoset behaviour and improve lab husbandry guidelines, and to find ways to improve group dynamics of red-capped Mangabey monkeys in a conservation setting.

Between university and taking this role planning/leading/doing Innovia’s investigative innovation projects, I worked in a biotech lab in the US and then became a full-time athlete. My next step is an 18mo Amazon research expedition combining my own primate behaviour research with assisting in human behaviour and entomology studies.

### DR AMY KAO

**Chief of Staff, Neu Health**

I’m a PhD scientist turned venture capital with a particular interest in investing and building health science-based business. I specialise in early-stage health technologies and platforms to change the way health care is delivered.

### DR JOHN MILES

**Founder and CEO, Inkpath**

Dr John Miles is a former Research Associate at Wadham College at the University of Oxford. Before spinning the skills and career development platform Inkpath out of the University, he served as Training Officer for the University of Oxford’s Humanities Division and the Oxford Research Centre in the Humanities, where he led the professional and personal development programme for doctoral students and early career researchers across the Humanities. Prior to this, he taught Shakespeare and Renaissance Literature in the English Department at Royal Holloway, University of London, where he was Caroline Spurgeon Research Fellow.

### DR MICHELE VELDSMAN

**Director of Neuroscience R&D, Cambridge Cognition**

As Director of Neuroscience R&D I provide scientific leadership for academic and commercial collaborations, develop new IP, and analyse, validate and disseminate our scientific research outputs to the wider community. I have a BSc in Experimental Psychology (University of Bristol, UK) and a PhD in Cognitive Neuroscience (University of Cambridge, UK). I have also held postdoc positions at The Florey Institute of Neuroscience and Mental Health, Australia and the University of Oxford, for a total of 10 years post-PhD. During my postdocs, I consulted freelance for tech-start ups and major consultancy firms and have taken two start-ups through competitive accelerator programs.



## HOW TO TRANSITION SUCCESSFULLY BEYOND ACADEMIA: TOP TIPS FROM THE PEOPLE WHO HIRE YOU

12:45-13:45

What do recruiters and employers look for in an outstanding applicant? For many roles employers actively seek PhD-holders for their technical expertise and skills, whilst others may see research career experience as a unique benefit that makes you stand out from the crowd of usual applicants.

This in-person panel session will answer your questions to senior managers and recruiters about what they look for when hiring researchers applying for roles beyond academia, from networking approaches to CVs and interviews.

### DR OWEN ASTLEY

**Head of Internal Consulting EMEA,  
Ab Initio**

Ab Initio provides a data processing software platform that our customers and consultants use to build applications that tackle their largest and most complex data-processing challenges.

As head of the EMEA group of Internal Consulting, I help our customers make the best use of that software. This includes interacting directly with customers to understand their requirements and what they are trying to do; helping them design and architect mission-critical systems; and providing guidance to the development team about what our customers need and in which direction Ab Initio should go.

I have been at Ab Initio for 13 years. Before that I held roles as a software developer writing real-time logistics scheduling software; and performance analysis systems.

I did my undergraduate degree(s) (BA and MSci) in Natural Sciences at the University of Cambridge, followed by a PhD in the Physics Department at the same university, working on the materials science of plant cell walls. This was an interdisciplinary research project/collaboration crossing the boundaries of physics, materials science, and plant biology.

### DOMINIC FRANIEL-GOODSELL

**Campus Recruitment, Jane Street**

Jane Street is a global liquidity provider and trading firm, using sophisticated quantitative analysis and a deep understanding of market mechanics to help keep prices consistent and reliable. As a Recruiter at Jane Street, my role is to source smart, humble people who love to learn, to join our Quantitative Trading business. Prior to joining Jane Street, I worked for a Big Four professional services firm where I began my career as an Early Careers Recruiter and progressed into leadership roles across recruitment, talent development, and performance management.

### DR JULIAN SCHRENK

**Manager, d-fine**

As managing consultant at d-fine, I work on full-stack software and data engineering projects for financial services clients. I did my Physics degrees, including PhD, at ETH Zurich. Currently I'm doing a part-time MSc in Software Engineering at Oxford. During my postdoc in Cambridge, as well as for my PhD research, I worked on optimisation and Monte Carlo algorithms. After my time in academia, I joined d-fine to make use of my technical skills in a new field.



## **Ab Initio**

Ab Initio's customers use their enterprise software platform to build applications that tackle the largest and most complex data processing challenges. These applications are some of the most complex operational and analytical systems in the world - mission critical applications with demanding performance requirements. Ab Initio are looking for Computer Science and STEM students who love to solve problems by really getting into detail, as well as having a desire for continual personal learning and development.



## **d-fine**

d-fine is a European consultancy firm with 1000 employees, distributed across ten offices in seven countries. Our London office in the heart of the City was established in 2005 and is focused on analytically challenging and quantitative projects, with the aim of designing and developing future-proof solutions for business problems. These solutions are based on extensive practical experience and highly qualified employees with a quantitative and technological background.



**Jane Street®**

## **Jane Street**

Jane Street is a global trading firm with offices in New York, London, Hong Kong, Singapore, and Amsterdam. Their approach is rooted in technology and rigorous quantitative analysis, but their success is driven by their people.

Jane Street is looking for smart people with curious minds to fill a number of roles across its five offices. Think you might be the right fit? Explore Jane Street's open opportunities.

## CAREERS FAIR FOR RESEARCHERS

14:00-16:00

The fair aims to connect research Oxford University students and staff with recruiters from a variety of organisations. They will share details about the jobs and programmes open for applications, and discuss the careers paths you could follow in their sector.

Most people attending have experience that bridges different disciplines and crosses a wide range of roles. Try and talk to as many people as you can. We know it can be difficult to approach people for their experience so have set out some questions or ideas that you could think about asking. Everyone is here to help (they remember being at your stage and want to help), and keen to give you an insight into their industry, so do take advantage of it.

### ASK PEOPLE ABOUT:

- **THEIR CURRENT ROLE.** What does a typical day look like? What do they enjoy about it and what do they find challenging? What skills are crucial for working in their sector?
- **THEIR ORGANISATION.** What is the culture like? Why did they choose it? What training opportunities are there? In their experience is it typical of the sector?
- **THE LIFESTYLE.** What are the hours like? The people?
- **THEIR CAREER PATHS TO DATE.** Where did they start? What training did they have to do? What has helped them along the way?

A photograph of a woman with long brown hair, wearing a white blazer and a gold necklace, smiling and talking to a man with a beard and a light blue shirt. They are in a professional setting, possibly a networking event. The background is blurred, showing other people and bright lighting.

## CULTIVATING CONTACTS WITH PROFESSIONALS IN SECTORS OF INTEREST IS USEFUL WHEN SEARCHING FOR JOBS.

Networking allows you to become aware of opportunities, understand what really goes on inside organisations, uncover the language and terminology of the organisation, demonstrate good communication skills, and allow professionals and organisations to become aware of you.

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Read [networking tips](#) on the Careers Service website.



## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS

Enterprise  
Data Platform**Ab Initio**

**Website:** [www.abinitio.com](http://www.abinitio.com)

Ab Initio's customers use their enterprise software platform to build applications that tackle the largest and most complex data processing challenges. These applications are some of the most complex operational and analytical systems in the world - mission critical applications with demanding performance requirements.

Ab Initio are looking for Computer Science and STEM students who love to solve problems by really getting into detail, as well as having a desire for continual personal learning and development.

Energy  
Consultancy**Aurora Energy Research**

**Website:** <https://auroraer.com>

Aurora is an energy market analytics provider employing around 400 experts to develop intelligent and influential research, software solutions and advisory services that are vital to the global energy transformation.

Start your career in the best way, with Aurora Energy Research! Join the globally-growing organisation, employing around 400 experts throughout 10+ offices across EMEA, NORAM, LATAM and APAC to develop intelligent and influential research, software solutions and advisory services that are vital to the global energy transformation. Embark on an Aurora Energy Research graduate programme! With a choice of analyst and modelling programmes, recent graduates can gain excellent experience and development opportunities through extensive training and high impact projects. Whether you are finishing your undergraduate degree or studying at postgraduate level, we have a variety of opportunities available globally, across all areas of the business. What's it like to be an Aureorean, you ask? Tune into [these careers podcast eps](#) to hear recent grads discussing office life, taking work seriously and themselves less so, and much more. Enjoy!

Data Services

**Calligo**

**Website:** [www.calligo.io](http://www.calligo.io)

**Contact:** Victoria Marsh, [Victoria.Marsh@calligo.io](mailto:Victoria.Marsh@calligo.io)

**Calligo** a global data services business where we combine great minds in data science, privacy, security and engineering with leading machine learning, data analytics and cloud platforms to support the operational, customer-centric and revenue-generation aspirations of some of the world's most ambitious and progressive organisations. We have offices in the UK, Channel Islands, Ireland, Poland, Canada and the US. Calligo is an incredible innovative organisation delivering global firsts in many areas of data and cloud along with leading insightful **content** - including **publications** in Data Visualisation and Privacy. Calligo sets itself apart from the industry norms, with a team of nearly 200 people globally the opportunities for candidates that will put the needs of our clients at the centre of their work and want to help organisations maximise their data assets whilst learning what's legally and ethically allowable are compelling!

# Ab InITIO

## Data Careers

Ab InITIO provides the most powerful data-processing software available. It can process complex enterprise data using sophisticated business logic at any scale. We constantly strive to build the world's best platform that can solve the toughest data processing and data management challenges that large organisations encounter. The only thing more important to us than providing the best software, is being the best company for our people, and the best company that our customers have ever worked with.

- We are looking for problem-solvers with excellent academic background in a STEM subject.
- We encourage applications from post-graduates and from post-doctorate researchers.
- If you crave the freedom to develop your skills without being micromanaged, and you have an inquisitive approach to working with technology, we are looking for you!

## Let's Talk!

- 20/03**  
12:30pm **Big Data, Quantitative Research, & Data Science**  
(online)
- 23/03**  
12:45pm **How to Transition Successfully Beyond Academia**  
Careers Service Building
- 23/03**  
2:00pm **Careers Fair for Researchers**  
Careers Service Building



## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS

Career  
Support**Careers Service, University of Oxford****Website:** [www.careers.ox.ac.uk/researchers](http://www.careers.ox.ac.uk/researchers)

The Careers Service offers support to research students and fixed-term researchers working at Oxford University through one-to-one advice by phone or online appointment (in person appointments available by request), and researcher-specific events and development programmes. We are here to help you in your career decision-making and next steps, wherever you are in your journey and whatever your aspirations or concerns. During the Careers Fair, you can speak to Oxford careers advisers who can support you in your career planning. This can include: applying for roles beyond academia, engaging with employers, and developing employability skills during your research.

Consulting

**d-fine****Website:** [www.d-fine.com](http://www.d-fine.com)**Contact:** Claudia Sievers, [Claudia.Sievers@d-fine.co.uk](mailto:Claudia.Sievers@d-fine.co.uk)

Imagine the power of more than 1,000 physicists, mathematicians and computer scientists working as part of a European company with a 20 year history focused on data science, technology and mathematical modelling. That's d-fine, a continuously growing European consulting company.

We are close to our customers with eleven locations in seven countries. Our projects focus on quantitative issues around data analytics, data science, modelling and the development of sustainable technological solutions. Our consulting approach is based on many years of practical experience and dynamic teams with an analytical and technological focus.

Our projects are diverse. This applies to topics and customers as well as to project models. We work as a team on site at the customer, together from one of our offices or remotely in virtual project rooms.

To expand our consulting team, we are looking for students/graduates of physics, mathematics, computer science or natural sciences, engineering and economics with quantitative or technological specializations. You must have a very good academic record, be fluent in English and have a high mathematical and/or technological affinity. In addition to strong analytical skills and a result-oriented approach, we attach great importance to social competence. Team building instead of elbow society is part of our company philosophy and is reflected in project structures, employee development and incentive systems. is part of our company philosophy and is reflected in project structures, employee development and incentive systems.

# d-fine

—  
analytical.  
quantitative.  
tech.

## Your career at d-fine

We are a European consultancy firm focussed on analytical and quantitative topics and the development of sustainable solutions to bring about positive change for our clients.

### **What does d-fine offer you?**

- Diversity: Work with clients on topics ranging from financial engineering and machine learning through to climate risk and healthcare
- International: Collaborate in project teams staffed across Europe
- Education: Acquire new skillsets to broaden your technical and professional repertoire

### **Who is eligible to join?**

Master's or PhD-level graduates in STEM fields

### **How can I apply?**

Please go to our Job Portal on our website [www.d-fine.com](http://www.d-fine.com)



## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS



Publishing

**Elsevier****Website:** [www.elsevier.com](http://www.elsevier.com)

Every day, research and health professionals dedicate themselves to improving outcomes for communities, patients and society at large. The massive societal gains in life expectancy, poverty reduction and global health that we have seen in the last century have been possible in part by an exponential explosion of information, data and advancements in technology. As a global leader in information and analytics, Elsevier helps researchers and healthcare professionals advance science and improve health outcomes for the benefit of society. We do this by facilitating insights and critical decision-making for customers across the global research and health ecosystems. In everything we publish, we uphold the highest standards of quality and integrity at scale to provide value to our customers. We bring that same rigor to our data analytics solutions for researchers, health professionals, academic institutions and funders. We employ over 8,100 people around the world. Many of us began our careers in research and healthcare. We share the community's belief in the power of science, research and medicine. We are committed to quality and innovation to improve the value we deliver to researchers, research leaders, librarians, funders, healthcare professionals and educators in an open, inclusive and collaborative manner.

We are currently hiring for numerous editorial and technology roles in the UK (and worldwide), including roles highly suitable to PhD graduates or postdocs looking for a role in publishing.

Finance

**Jane Street****Website:** [www.janestreet.com](http://www.janestreet.com)

Jane Street works differently. We are a quantitative trading firm active on more than 200 trading venues across 45 countries. As a liquidity provider and market maker, we help form the backbone of global markets. Our approach is rooted in technology and rigorous quantitative analysis, but our success is driven by our people. Our bright, beautiful offices in the heart of New York, London, Hong Kong, Amsterdam, and Singapore are open and buzzing with conversation. We come from many backgrounds and encourage travel between our larger and smaller offices to share perspectives. Some of our best ideas come from bumping into a visiting colleague at the office coffee bar.

Markets move fast. Staying competitive as we've grown has required constant invention—of new trading strategies, technology, and processes. We've found this is easier when you hire humble, kind people. They tend to help each other, and prioritize teamwork over titles. We invest heavily in teaching and training. There's a library and a classroom in every office, because deepening your understanding of something is considered real work. Guest lectures, classes, and conferences round out the intellectual exchanges that happen every day. People grow into long careers at Jane Street because there are always new and interesting problems to solve, systems to build, and theories to test. More than twenty years after our founding, it still feels like we're just getting started.

[Explore Jane Street's open opportunities.](#)



# Work where your mind matters.

## Explore our open roles

Jane Street works differently. We are a quantitative trading firm active on more than 200 trading venues across 45 countries. As a liquidity provider and market maker, we help form the backbone of global markets. Our approach is rooted in technology and rigorous quantitative analysis, but our success is driven by our people.

We are always recruiting top candidates and we invest heavily in teaching and training. The environment at Jane Street is open, informal, intellectual and fun. People grow into long careers at Jane Street because there are always new and interesting problems to solve, systems to build and theories to test. More than twenty years after our founding, it still feels like we're just getting started.

## Come work with us.



## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS

Consulting

## Lifescience Dynamics



**Website:** [www.lifesciencedynamics.com/careers/vacancies/](http://www.lifesciencedynamics.com/careers/vacancies/)

**Contact:** Millie Hayes – [Mhayes@lifesciencedynamics.com](mailto:Mhayes@lifesciencedynamics.com)

Lifescience Dynamics works across five practice areas: Market Research, Competitive Intelligence, Market Access, Strategic Advisory and Real-World Evidence. The company's success is attributed to its multinational team who work together in a collaborative and nurturing environment, where they can develop their skills and advance their careers.

Founded in 2004, Lifescience Dynamics has its headquarters in London and an office in Toronto, as well as virtual offices in Boston, New York, San Francisco and Vancouver. Winner of the prestigious Queens Award for Enterprise 2016; Lifescience Dynamics is a decision support firm providing the world's top 25 largest life sciences companies (pharmaceutical, biotechnology, diagnostics and medical devices) with strategic insight and foresight to improve their assumptions, enabling them to make better decisions. We are looking for Life Science PhD and Masters students to join our team!

Health  
Technology

## Neu Health



**Website:** <https://neu.health/>

**Contact:** [careers@neu.health](mailto:careers@neu.health)

Neu Health is a health technology spinout from Oxford University. Our mission is to improve the care of those with Parkinson's disease and dementia through innovative digital technologies. Neurodegenerative conditions are growing fast and becoming the biggest causes of mortality and morbidity. We are developing a digital platform that allows clinicians to assess and monitor disease progression remotely and builds on 10 years of research and clinical validation by neurologists and neuroscientists. Our team includes world leading scientists, clinicians and proven business leaders supported by a passionate and committed team of patients. We enable clinicians with technologies that make the latest Parkinson's and dementia care accessible for all, improving outcomes and accelerating future breakthroughs. We are based in Oxford and London and support hybrid working. Currently, we have two open roles: Business Operations Manager and Frontend Engineer.



Volunteering

## Oxford Hub

**Website:** [www.oxfordhub.org](http://www.oxfordhub.org)

**Contact:** Roisin Nolan: [roisin@oxfordhub.org](mailto:roisin@oxfordhub.org) or [hello@oxfordhub.org](mailto:hello@oxfordhub.org)

Hello! We are Oxford Hub.

We're working to build a more equal, resilient and connected Oxford.

We run volunteering programmes and community projects that support people to thrive, get involved in their community, and tackle inequality. To get involved in our programmes – from tutoring to language sharing – check out our website or social media, @oxfordhub!

## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS

Data Science

## Pivigo's S2DS: Science to Data Science



**Website:** [www.s2ds.org](http://www.s2ds.org)

**Contact:** Kelly Van Roy, [kelly.vanroy@pivigo.com](mailto:kelly.vanroy@pivigo.com)

**Oxford applications:** [www.careers.ox.ac.uk/article/s2ds-data-science-programme](http://www.careers.ox.ac.uk/article/s2ds-data-science-programme)

The S2DS programme offers a 5-week full-time learning experience, working with an industry partner on a real data science project. S2DS was designed to help bridge the gap between academia and industry for talented individuals who already possess the foundational skills of a data scientist, as developed through their academic careers. Working in a team of 4-5 people, you can develop your technical approach, teamwork skills, and business acumen through project work and our comprehensive range of programme experiences including industry networking, careers seminars, and 1-1 support.

Applicants are required to hold a MSc or PhD in an analytical field, but candidates in their final year of PhD studies are also accepted. You must also have at least 100 hours of practice in either Python or R and be available full-time for the entire 5 weeks of the programme.

Trading,  
Finance

## SIG



**Website:** <https://sig.com/>

**Contact:** [dubcampus@sig.com](mailto:dubcampus@sig.com)

SIG is a global quantitative trading firm founded with an entrepreneurial mind-set and a rigorous analytical approach to decision making.

We commit our own capital to trade financial products around the world. Building virtually all of our own trading technology from scratch, we are leaders and innovators in high performance, low latency trading. Our traders, quants, developers, and systems engineers work side-by-side to develop and implement our trading strategies. Each individual brings their unique expertise every day to help us make optimal decisions in the global financial markets.

SIG's Quantitative Research Internship and Graduate Programmes can be the start of a rewarding and challenging career. SIG recruit on a rolling basis and strongly encourage early applications.

Oxford Uni  
Temp Jobs

## Temporary Staffing Service



**Website:** [www.jobs.ox.ac.uk/temporary-staffing-service](http://www.jobs.ox.ac.uk/temporary-staffing-service)

**Contact:** Ana Lopes – [ana.lopes@admin.ox.ac.uk](mailto:ana.lopes@admin.ox.ac.uk)

Karina Iljina – [karina.iljina@admin.ox.ac.uk](mailto:karina.iljina@admin.ox.ac.uk)

The Temporary Staffing Service (TSS) is an internal recruitment service providing temporary administrative support to the University of Oxford's departments and colleges.

Established in 2014, the service offers candidates interesting and varied temporary administrative assignments, flexibility and experience.



## ORGANISATIONS AT THE CAREERS FAIR FOR RESEARCHERS

Humanities

### TORCH: The Oxford Centre in the Humanities



**Website:** <https://torch.ox.ac.uk/research>

TORCH (The Oxford Research Centre in the Humanities) is a hub for intellectual collaboration and cross disciplinary research projects, based in the Humanities at the University of Oxford. While our funding, training and networks develop research projects and careers, our engagement activity increases the social impact and understanding of humanities research amongst a wider public audience.

TORCH Programmes are interdisciplinary hubs for cutting-edge research on some of the most pressing political, cultural, and artistic issues of our day.

TORCH Networks establish and expand new research communities in the Humanities and beyond through seed funding and ongoing support

- Engagement
- International Engagement
- Knowledge Exchange
- Humanities Cultural Programme

Growth  
Strategy  
Consulting

### White Space Strategy



**Website:** <https://whitespacestrategy.com/>

**Contact:** Please visit our careers page for further details.

White Space Strategy exists to drive growth. From our office in the heart of Oxford, we run projects with FTSE 100 companies that have a global impact. We're listed in the FT's Leading Management Consultants lists for: Strategy; Innovation, Growth & New Business Models; and Consumer Goods & Retail.

We help our clients grow by carrying out projects to understand their customers and suppliers, identify and size new needs, develop new products and propositions, and enter new markets. We support major global businesses to realise the opportunities in new technologies and tap into emerging trends.

Recent projects have included exploration of renewable energy, the future of recycling and plastic packaging, applications for NFTs, hydrogen power, and making the most of digital payment systems. Our clients include Mastercard, Panasonic, Unilever, Centrica, Cadent and national and local charities such as DEBRA and Helen & Douglas House.

Analysts are vital to our work. They provide the core of the research & analysis on projects, working collaboratively within a supportive team of experienced consultants. You'll explore new topics using interviews, online research, and data analysis to seek out the previously unknown. You'll draw conclusions from this research about opportunities for growth and will share your insights and recommendations by writing and delivering engaging presentations directly to senior decision-makers. We want to hear from people of all backgrounds who are keen to unpick complex markets and advise senior decision-makers.



# Careers Support for Oxford Researchers

**DPhil students and fixed-term researchers** working at the University of Oxford benefit from dedicated careers support through:

- CV and cover letter advice
  - Mock interviews
  - Career planning sessions
  - Job search strategy tips
  - Development programmes
  - Dedicated careers events
  - Regular newsletters
- ...and more!



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

# Introducing the RESEARCHER HUB



## Our purpose

To build a world-class environment for all fixed-term researchers at Oxford.

The Researcher Hub is here to support all researchers on fixed-term research or teaching contracts at Oxford ('researchers'). Our activities will also benefit academic and professional service colleagues in their work with researchers.

We co-own and are responsible for coordinating the delivery of many actions within Oxford's plan to fulfil the Concordat to Support the Career Development of Researchers.

## Our approach

The Hub helps researchers plan and meet their aspirations for their time at Oxford, taking full advantage of all personal, professional and career development opportunities.

We work within a community of practitioners from across the University who are invested in improving the everyday environments of researchers.

Together, we are facilitating cultural and systemic change in the research environment

## Researcher's Trailmap

We worked with researchers to produce a [Trailmap](#) to help you find key opportunities across the University and to access these at the right point in your time at Oxford. It has been designed with three streams of focus - Yourself, Your Research & Your Career Development.

## Our commitments

### We listen to and support local priorities

We keep in close, regular touch with researchers working in different parts of the University and their respective local support structures. We recognise diversity in backgrounds, needs and priorities, and tailor our support accordingly.

### We plan and act in partnership

As a broad community of practitioners, our different roles and positions are a collective strength. We work with researchers, academic line managers, professional services and senior leaders to identify and use levers for positive culture change.

### We make things happen

We are bold in our initiatives, use creativity and coordination to facilitate activity, and support others to do the same. We use our resources to achieve what will make the biggest difference to researchers.

Find out more at [Researcher Hub | University of Oxford](#)  
or email us on [researcherhub@admin.ox.ac.uk](mailto:researcherhub@admin.ox.ac.uk)

## We solve hard IT problems.

Agile Software  
Development

Artificial  
Intelligence

DevOps & Cloud



Exp. Revenue 2022:  
95+ Mio. €



Growth rate: 20%+



Ph.D. ratio: ~ 55%



Graduates ratio: ~ 99%



Current # of employees:  
~ 750

As a partnership-based IT consultancy, we work in a customer-oriented manner on a variety of projects in the areas of Agile Software Development, Artificial Intelligence, and DevOps & Cloud. In addition, we work on topics in Big Data and IoT. We mostly use Java and TypeScript, but also other programming languages, such as Python or C#.

We have a great demand for new colleagues in Software Consulting with high professional qualifications as well as passion and enthusiasm for IT.

At the 'Careers Beyond Academia' conference 2023, you can learn more about careers at TNG by booking to attend the online panel session:

Consulting: Using Your Research and Critical Thinking  
Tuesday, March 21st, 11:15 am



Germany, Hungary,  
Estonia, Australia



[work@tngtech.com](mailto:work@tngtech.com)



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



# RESEARCH CAREERS

Explore Your Options Beyond Academia



Researchers find all sorts of rewarding careers – smart people work everywhere! Such diversity in potential roles can prove challenging when exploring your options.

Research Careers offers a collection of career profiles enables you to see what others in your position chose to do, why and how they made the move, and what they most enjoy about their job. You will get a feel for their daily activities, workplace culture and work-life balance.

Explore inspiring profiles from career transitioners at  
[research-careers.org](https://research-careers.org)

## RESEARCHERS

Grow your professional insights, contacts, and online presence!

- Openings are available on our team of Oxford postdocs, RAs and DPhil students.
- The team profiles PhD-holders who moved into a range of jobs beyond academic research and their employers.
- As an editor, you will investigate roles or sectors of interest to YOU.
- Expand your communication skills, commercial awareness and job readiness.

Write to [contact@research-careers.org](mailto:contact@research-careers.org), and check us out on LinkedIn and on Twitter @OxPostPhD

## EMPLOYERS

Inspire researchers and raise your profile!

- Submitting an employee profile to [research-careers.org](https://research-careers.org) is easy and quick.
- You can accompany this with a brief outline of your organisation.
- This will help PhD students and research staff who are looking beyond academia to expand their options.

Talk to one of the team today, or write to [contact@research-careers.org](mailto:contact@research-careers.org)



CAREER PROFILES: PHD /  
DEGREE: BIOLOGY /  
LEFT ACADEMIA AFTER: /  
8+ YEARS POSTDOC  
SECTOR: PUBLISHING

### Ali Landman

Deputy Editor at The Lancet Oncology

Where you begin doesn't have to be where you end up, and there can be lots of stops and changes along the way!

Published February 3, 2023



CAREER PROFILES: PHD /  
DEGREE: SOCIOLOGY /  
LEFT ACADEMIA AFTER: /  
PHD  
SECTOR: EDUCATION

### Gosia Turner

Senior Statistical Analyst in the Student Data Management and Analysis team at University of Oxford

I am very passionate about higher education and I love that my work helps to improve student experience.

Published January 30, 2023



CAREER PROFILES: PHD /  
DEGREE: BIOLOGY /  
LEFT ACADEMIA AFTER: /  
8+ YEARS POSTDOC  
SCIENTIFIC ILLUSTRATION

### Gloria Fuentes

Scientific Visual Communicator at The Visual Thinker

If you love science but think that the communication part is still missing, do not hesitate. Prepare yourself in face of whatever you see as your limitations and weaknesses and go for it!

Published January 26, 2023



CAREER PROFILES: PHD /  
DEGREE: ASTRONOMY /  
DEGREE: PHYSICS /  
LEFT ACADEMIA AFTER: 0-3  
YEARS POSTDOC

### Georgios Zacharis

Science Consultant at Astronomical Observatory of Rome, Italy

There is always the anxiety of doing something new and the fact that you sail in unknown waters. But, on the other hand, this is what you always do when you are in basic research, so there is not much difference at the end of the day.

Published December 12, 2022



CAREER PROFILES: PHD /  
DEGREE: POLITICS AND /  
INTERNATIONAL  
RELATIONS  
DEGREE: SOCIAL POLICY /  
LEFT ACADEMIA AFTER: /  
3-8 YEARS POSTDOC  
SECTOR: CONSULTING /  
SECTOR: MANAGEMENT

### Iván Farias Pelcastre

Advanced Manager, Knowledge Management at EY Global Delivery Services (EY GDS)

Do it! PhDs acquire many incredibly valuable skills which are still very rare in society. (..) Do not be deterred! Your skills are rare and valuable, and your insights will be appreciated. The grass is indeed greener on the other side.

Published December 6, 2022



CAREERS PROFILES: /  
MASTER'S  
DEGREE: COMPUTER /  
SCIENCE  
DEGREE: EDUCATION /  
MASTER'S

### Konstantina Tavoulari

Digital Product Designer at Desquared SA

Don't hesitate for this transition, if you really want. You do know about how to work hard and you do have all the necessary skills to do this.

Published November 26, 2022



CAREER PROFILES: PHD /  
DEGREE: CLASSICS /  
LEFT ACADEMIA AFTER: /  
OTHER  
LEFT ACADEMIA AFTER: /  
PHD  
SECTOR: PUBLISHING /  
SECTOR: RESEARCH  
DEVELOPMENT

### Louise Rebecca Chapman

CEO of Lex Academic at Lex Academic

I am grateful that I get to wake up every day as my own boss, able to help researchers who do want to achieve academic career success go as far as they want to.

Published November 16, 2022



CAREER PROFILES: PHD /  
CONSULTING /  
DEGREE: ECONOMICS /  
LEFT ACADEMIA AFTER: /  
PHD  
SECTOR: CONSULTING /  
SECTOR: DATA ANALYTICS

### Gianluca Bortoletto

Data Analyst at NTT Data

My academic background allows me to understand the main issues related to the job and the research project, and how to offer potential solutions to that.

Published October 26, 2022





**Careers Service  
University of Oxford**

56 Banbury Road  
Oxford, OX2 6PA

+44 (0)1865 274646

hello@careers.ox.ac.uk

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**[www.careers.ox.ac.uk](http://www.careers.ox.ac.uk)**