



Careers Conference for Researchers

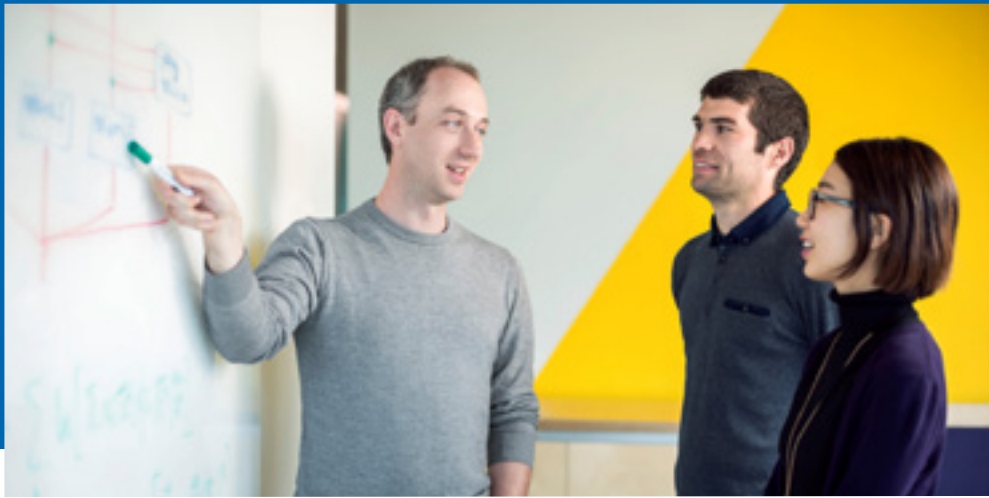
17 March 2021

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

www.careers.ox.ac.uk/researchers-conference

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QUANTITATIVE RESEARCH

Our Quantitative Researchers find solutions to complex problems that occur in the world of trading. As a Quantitative Researcher at SIG, you will use research as a tool to better understand global markets, varying products, and the network of exchanges on which we trade. Quants move SIG's business forward by improving, identifying, and implementing trading strategies for the firm.

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Our Quantitative Analyst Programmes are a unique opportunity for PhD students and graduates to work in an industry setting and develop the skills needed to build a successful career as a Quantitative Researcher.

QUANTITATIVE RESEARCHERS gain insight into the world of quantitative trading, while working on research projects across a range of topics, like machine learning, anomaly detection, and many probability puzzles found in pricing and trading. As a Quantitative Researcher, you will work alongside our experienced quants and interact with Quantitative Traders and Software Developers on projects.

Quantitative Researchers are exposed to hands-on practical projects from day one, such as a personalised financial data analysis project under the mentorship of a senior quant, and a simulated exchange building project to gain insights on market microstructure. When you complete your starting projects, you are then assigned to a trading desk to directly support the research, development, and monitoring of trading strategies.

PhD students in their penultimate year of study may apply for our Summer Internship. PhD students in their last year of studies, recently graduated or post-doctorates are welcome to apply for our Quantitative Analyst Programme. Successful candidates from past programmes have studied a range of quantitatively-oriented disciplines, such as mathematics, physics, engineering, computer science, and econometrics. Our Quantitative Analyst Programme starts in September.

Apply at sig.com/campus



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Christian Busch

Welcome to the 2021 Careers Conference for Researchers

This year, as with so many other events around the world, we have gone virtual so you can attend from wherever you are today. Today's programme has been designed in close collaboration with our colleagues in the university's academic divisions, who have put together their own sessions to provide insight into a wide range of career options and the attributes typically valued in these areas. We're also delighted to have a range of employers who have a keen interest in the skills that researchers bring to their organisations attending today.

The conference is an opportunity to hear from lots of different people who can inform your thinking and actions, especially those who took their research skills into different fields, and who work in organisations keen to recruit researchers. Ask lots of questions, even if you're thinking 'this is not my dream route'; you will learn something new.

We hope you will explore the variety of career paths available to researchers and maybe even discover some unexpected opportunities for you to apply your skills.

THIS IS YOUR DAY TO EXPLORE. HAVE FUN!

**Rebecca Ehata, Jonathan Black
and the Oxford University Careers Service**

TIMETABLE

| | | | |
|-------|-------------------------------|---|---|
| 09:00 | | Welcome and Opening Plenary | |
| 09:45 | Fair Stalls Open for Browsing | Sponsors Workshop: Machine Learning in Practice | Job Hunting in Tough Times – Top Tips |
| 10:30 | | COFFEE BREAK | |
| 10:45 | | | |
| 11:00 | | Research Beyond Academia: A Panel Discussion with the Humanities Division | Exiting Academia at Different Stages of Training, from DPhil to Senior Postdoc with the Medical Sciences Division |
| 12:15 | LIVE Recruiter Fair | LUNCH BREAK | |
| 12:45 | | Moving into Different Sectors and Entrepreneurial Roles with the Mathematical, Physical and Life Sciences Division | Careers in Public Policy with the Social Sciences Division |
| 14:00 | | COFFEE BREAK | |
| 14:15 | | | |
| 14:30 | Fair Stalls Open for Browsing | Hackathon: How to Explain And Expand Transferrable Skills | |
| 16:00 | | Closing Plenary Keynote Speaker: Christian Busch <i>Creating "smart luck" in a fast-changing world: How a serendipity mindset can help us find our next opportunity(ies)</i> | |
| 17:00 | | | |

Sponsors Workshop

MACHINE LEARNING IN PRACTICE

9:45-10:30

Finding and quantitatively describing patterns found in data is an exciting and difficult problem. Statistics and Machine Learning provide a fast growing variety of tools to tackle it. In this session we will give a quick overview of how we use these tools to solve real-world problems. This overview will be followed by a Q&A session.

Thomas Caye (SIG)

Thomas obtained his Ph.D. in mathematics from the ETH Zürich in 2017. The topic of his research was the optimal portfolio problem, well-known in mathematical finance, in markets with price impacts.

Thomas then moved to Dublin for a two-year post-doctoral position, after which he joined SIG's Dublin office as a Quantitative Researcher for equities trading.



Alejandro Ortega (Causalens)

Alejandro Ortega Ancel is currently the Director of Scientific Communications at causaLens, a deep-tech start-up that is leading Causal AI research. He graduated from the University of Southampton with an MEng in 2011, and worked in the aerospace industry before undertaking his Ph.D. in aerial-aquatic robotics at Imperial College London.

Alejandro then joined causaLens in August 2019.



JOB HUNTING IN TOUGH TIMES - Top Tips

9:45-10:30

Finding work is particularly challenging at the moment, although we all go through difficult times when job hunting. This session will explore ways to enhance your CV, develop resilience and uncover opportunities that may not seem so obvious to you. We will have a guest speaker, Vanessa Moore. Vanessa has worked for over 10 years in the cultural and heritage sectors and has spent the majority of this time on project, fixed-term, and part-time contracts so she has regularly faced the challenge of finding new opportunities in an increasingly competitive workplace. In this session she will share some of the things she has learned along the way and answer your questions about taking positive action to further your career.

Vanessa Moore

Vanessa Moore is an interpretation and engagement specialist with ten years professional experience delivering public engagement initiatives and training programmes for the cultural and heritage sectors.

Vanessa began her career in exhibitions, contributing to major capital projects – working for the Science Museum on the development of digital exhibits for the Information Age gallery and working for the British Museum on the interpretive planning for the Zayed National Museum in Abu Dhabi – and leading on smaller scale transformations – piloting and developing new public engagement initiatives for the Royal Horticultural Society Libraries. She has also worked on sector support initiatives including the Oxford Cultural Leaders programme and Oxford University National Trust Partnership. Currently, at The Heritage Alliance, she is the Engagement Officer for the Rebuilding Heritage programme – a free support programme helping heritage sector organisations at risk due to the impacts of the Covid-19 pandemic – and in addition to this part-time role she also undertakes freelance work in evaluation, interpretation and graphic design.

Having spent the majority of her time on fixed term/part-time contracts, Vanessa will be sharing her tips on job hunting in tough times.

DIVISION-LED TALKS

Session Outlines and Speaker Bios

There is no restriction which limits participants to only joining the panel run by their division, so you are welcome to attend whichever panel talk you want.

There may be speakers in panels run by other Divisions who work in areas that are of interest to you. Read the session descriptions and bios so you can work out who will be most helpful to listen to.

RESEARCH BEYOND ACADEMIA: A PANEL DISCUSSION

Humanities Division-Led Session | 10:45-12:15

In this panel discussion, we will hear from speakers who work with, coordinate, and undertake research as part of their current roles. We will discuss their career paths to date, hear about the challenges and opportunities they faced while navigating the employment landscape, and reflect on 'life after the PhD'.

Hannah Fluck

Dr Hannah Fluck is Head of Environmental Strategy at Historic England, the public body that looks after England's heritage, where she oversees strategic work in relation to the historic environment and environmental policy areas including climate change. Originally an archaeologist Hannah has a BA in Archaeology and Anthropology from Oxford University, and MA and PhD in Pleistocene archaeology and human origins from University of Southampton. Hannah has over 20 years' experience of working in the heritage sector in England including in commercial archaeology, local government historic environment services (development management, strategic planning, site management, community engagement and agri-environment scheme advice) as well as various short-term archaeological teaching and research roles. She is a contributing author for the UK Climate Change Risk Assessment, Chair of the Historic Environment (Climate Change) Adaptation Working Group and a founding steering committee member of the international Climate Heritage Network. Hannah is a Co-Investigator on two AHRC funded research projects relating to climate resilience and adaptation: 'Landscape Futures' (PI Caitlin Desilvey, Exeter) exploring management of loss and '[Building Community Resilience through Community, Landscapes and Cultural Heritage \(CLandage\)](#)' (PI Neil MacDonald, Liverpool).

Hannah Kershaw

Hannah Kershaw has been Research Coordinator at the National Trust, Europe's largest heritage conservation charity, since 2019. Previously, she worked at King's College London coordinating professional development workshops in Turkey, India and Saudi Arabia. She was awarded her ESRC-funded PhD entitled History, Memory, and Multiculturalism: Representations of Muslims in Contemporary British Fiction from the University of York in 2018, and has published in Wasafiri, Journal of British Studies, Critical Muslim, and Gender Forum. She also holds an MA in colonial and postcolonial literature and culture from the University of York.

Abhishek Parajuli

I am an Investment Analyst at Baillie Gifford working in the Emerging Markets team. Essentially, I try to find companies whose share price will be higher in the future so we can make money for our clients. To do this well you need both analytical rigour and creativity and so the job is well suited to those coming from a research background. What makes the work incredibly gratifying is that many of our clients are pension funds and so, if we do our job well, we can play a small part in ensuring people have a secure retirement. Before this, I worked at the Financial Times as an Editorial Writer focusing on India, China and the US. My PhD at Nuffield looks at gender and ethnic discrimination in Politics but I am also interested in Civil Wars and Aid Effectiveness. Before coming to the UK, I studied American Politics at Dartmouth College in the US and grew up in Nepal, India and Hong Kong.

EXITING ACADEMIA AT DIFFERENT STAGES OF TRAINING, FROM DPHIL TO SENIOR POSTDOC

Medical Sciences Division–Led Session | 10:45–12:15

Speakers will discuss how their seniority in academia has impacted their career transition (emotionally and practically), the position offered, and progression.

Tamara Aleksic

I have completed my PhD at the University of Ulm, Germany, in 2004.

Throughout my academic career, my work has been focused on cancer cell biology and understanding the mechanisms underlying cancer progression, invasion and therapy resistance. I was feeling very content at each of my three post-doc positions but always knew that my final goal was reaching patients and directly contributing to development of cancer therapeutics.

In 2017, I have transitioned from academia into Immunocore as a Senior Scientist, working towards finding cancer targets for the development of novel TCR therapeutics.

I have since progressed into Target Identification and Validation Group Leader and broadened expertise from Oncology into other therapeutic areas. As my group is within Research department, there are still many opportunities to feel like an academic but in addition to that, I can experience how our work impacts patients' lives.

Helena Francis

I finished my PhD in Genetics at Oxford in November 2019, then spent three months travelling before kicking off a career as a Management Consultant at Oliver Wyman. My PhD work focused on how the letters of the mammalian DNA code work together to turn genes on and off. Since graduating, however, I have branched out of the bio world and worked on projects ranging from high-level strategy research for a leading global stock exchange to modelling the future impacts of climate change. It's a challenging role but over the past year I've been exposed to a huge range of people, industries and problems to solve and have learned an enormous amount. The thing I miss most from the PhD (other than the people) is the ability to "be your own boss", but for me the move has been worth it for the variety, change of pace and learning opportunities.

Sara Mosleh

I graduated from the University of Southern Denmark, with a MSc. In product design in 2019, where I have a hybrid background in design and engineering. Essentially my academic background is rooted in understanding human behaviour and using that as a standpoint for creating meaningful innovation. Currently I am an external consultant at Novo Nordisk A/S, which is a Danish pharmaceutical company where I work as a User Experience Researcher. The best thing about my job is that I get to meet a lot of different patients around the world, gain a nuanced perspective on who we are designing for and get the opportunity to see research live actively within the organization in the development. What I miss the most about academia is the freedom to pursue paths of research interests, and dive as deep as I would like without necessarily knowing the end-point of it.

Mary Muers

In 2006, I completed my DPhil at the Weatherall Institute of Molecular Medicine, University of Oxford, working on epigenetic regulation and a human developmental disorder. After continuing with related research as a post-doc, I made the transition into science publishing, becoming an editor at Nature Reviews Genetics. I held several editorial roles within Nature Publishing Group, including as locum chief editor at Nature Reviews Genetics and a scientific editor at Nature Biotechnology. In 2015, I returned to the University of Oxford in my current role as Senior Science Writer at the Ludwig Institute for Cancer Research in the Nuffield Department of Medicine. Although writing and editing research papers, grant applications, reports and strategy documents is a major component of the job, it is a diverse role giving me experience of communications, research facilitation, and research strategy and management within the university sector.

Maria Suci

I undertook my doctoral studies in Genomics Medicine and Statistics (DPhil) at the Weatherall Institute for Molecular Medicine (viva in Dec 2015), University of Oxford followed by a brief postdoctoral position with Prof Doug Higgs and Prof Jim Hughes.

The focus of my research was gene regulation by distal elements (enhancers) and the impact of genetic variants on such elements, in red blood cells, using the disease model of inherited anaemias. I started my doctorate as lab-based scientist and slowly transitioned into computational genetics (bioinformatics, statistics). In the summer of 2016, after my postdoc, with the intention to strengthen my computational skills, I moved to the commercial side at SevenBridges, a London startup.

In Nov 2017, I returned to Oxford to join Genomics plc, a start-up led by some of the world's best academics in statistical genetics, joining a team aiming to transform drug discovery in healthcare. My role as a computational biologist in the Therapeutics team allows me to leverage my expertise in gene regulation for understanding the genetics underlying complex disease. I work on understanding the impact of common variants (GWAS) on disease mechanism, and finding drug targets with genetic support. As part of a fast-growing team, I particularly enjoy the teamwork effort in pursuing a common goal with more immediate application.

I am currently transitioning to a Manager in Statistical Genetics position with Regeneron Genetics Centre, US, on studying the impact of rare variation on disease, and using this genetic information for drug discovery.

Emilie Syed

I undertook my PhD at the University of Hamburg, followed by a 3 year post-doc in Bordeaux and 6 years in Oxford. My research focused on regions of the brain implicated in learned behaviour, which degenerate in Parkinson's Disease. In 2018, I undertook an MBA at Warwick Business School and started a role as Investment Associate at Oxford University Innovation. I now manage a number of entrepreneurial projects and early-stage businesses, working closely with the start-up incubator. I also volunteer as a Business Development Associate for Innovation Forum Oxford. I love the people focus of my current role and financial modelling assuages my need to crunch numbers but I do miss the focus of intricate and delicate procedures and keeping my own hours!

MOVING INTO DIFFERENT SECTORS AND ENTREPRENEURIAL ROLES

Mathematical, Physical and Life Sciences

Division-Led Session | 12:45-14:15

This interactive session will include hearing the career stories of researchers with a diverse set of backgrounds and career destinations with relevance to the mathematical, physical and life sciences. There will be the opportunity to reflect with other researchers on the stories and question the presenters.

Macarena Cardenas

Dr Macarena Cárdenas is a multidisciplinary scientist working as a Research Manager at Earthwatch (NGO). Macarena is currently leading research in the Climate Proof Cities team, and specifically working on understanding the benefits of nature-based solutions in urban areas through citizen science. At Earthwatch, Macarena combines her passion towards the environment and raising awareness about it amongst people.

Macarena's education and work experience has evolved through meeting her scientific interest as well as her aims in having a direct impact within people. Her main background is in BSc (Hons) in Biology, after which did a Master in Evolutionary Biology, both in Chile, her home country. Macarena then came to the UK to do a PhD in Environmental Sciences with specialisation in Paleocology. She then performed various roles where she could apply the diverse variety of skills developed so far, such as geophysicist, to post-doc in paleoecology. These roles involved field work in remote areas, and desk-based and laboratory work. During this period Macarena also went through a life coach training, which she applies to various aspects of her life and work. Thanks to constant soul searching, Macarena finally arrived to the NGO sector, where she is currently based.

Warrick Cooke

Warrick is a consultant with Tessella, advising clients on how best to apply data science and analytics to their problems. Tessella is part of the Cap-Gemini group and provides analytics, software and consulting services to R&D groups within engineering and sciences. During his time with Tessella, Warrick has worked across a diverse range of industries from Pharmaceutical and Healthcare to Energy and transport. Prior to joining Tessella, Warrick studied for his doctorate in Applied Mathematics.

Working as a consultant has allowed Warrick to apply his experience on a variety of cross-disciplinary projects: Working with process safety experts to model the risks in working offshore, enabling better facility designs that reduce risks; Developing data driven quality tools for epidemiologists tracking the progress in eliminating vector borne diseases; Applying research in colour accuracy to help homeowners visualise their planned colour schemes before painting begins; Advising an archiving team at a central bank on how advances in AI can reduce some repetitive aspects of their work.

Adam Kells

Adam Kells is an Applied Data Scientist at causalLens, a fast-growing tech startup focused on developing AI to understand cause and effect and one of Forbes 'Machine Learning Companies to watch in Europe'. In his role at causalLens, he leads a range of exciting data-driven projects, using causal AI to help clients optimise their business.

Adam holds a PhD in Biophysics from Kings College London where he was a member of the CANES doctoral training centre for 4 years, publishing 9 research papers. During his PhD, he presented his research at several international conferences and collaborated with researchers from Novartis at Boston, Max Planck institute for Biophysics as well as the university of Maryland. He previously obtained a BSc in Theoretical Physics from University College Dublin.

Marta Mendes

Dr Marta Mendes has a PhD in Plant molecular Biology from the University of Lisbon where she worked to characterise the biosynthetic pathway of secondary metabolites in Portuguese endemic aromatic plants.

Her first Postdoctoral position was at the University of York studying the regulation of the BIA biosynthetic pathway in the opium poppy, focusing on improving the alkaloids biosynthesis to enhance the supply of opioids to the pharmaceutical market.

After working in York, her second Postdoctoral position was at the University of Oxford to work in plant bacteria interaction, This role focused mainly on nitrogen fixing bacteria, where she worked to engineer a synthetic symbiosis between plant and bacteria triggered by a chemical signal.

After working in academia for 5 years she joined the start-up company Tropic Biosciences in Norwich, where she holds the position of Research Scientist in the Discovery Team. In this position she works in R&D optimising gene editing technology to develop high performing commercial tropical crops.

John Miles

John is Founder and Chief Executive Officer at Inkpath. John conceived and built the very first proof-of-concept prototype of Inkpath while at Oxford back in 2013 and has been developing the idea ever since. Before Inkpath, John was Training Officer for the Humanities Division at Oxford and a Research Associate at Wadham College. And before that he taught Shakespeare and Renaissance Literature in the English Department at Royal Holloway, University of London, where he was Caroline Spurgeon Research Fellow. Inkpath is now being used in a range of universities in the UK and Australia, and has just been named as one of JISC and Emerge Education's 'Hotlist' of the best 20 EdTech companies working in the UK today.

CAREERS IN PUBLIC POLICY

Social Sciences Division–Led Session | 12:45–14:15

This interactive session will include hearing career stories and discussing career destinations with relevance to the social sciences.

There will be the opportunity to reflect with other researchers on the stories and ask questions.

Fabiola Mieres

Fabiola Mieres joined the [ILO](#) in September 2018 as a Technical Officer in Labour Migration. An interdisciplinary scholar by practice and training, she is part of the Research Cluster at the Labour Migration Branch where she conducts research on temporary labour migration schemes among other topics. Fabiola has wide international experience on labour issues: she was a Project Coordinator at the Building and Wood Workers' International (BWI), a Global Union Federation in the construction and forestry sectors, and has carried out research on forced labour and human trafficking in the United States, Malaysia and Qatar. Originally from Argentina, her academic experience included many years in the UK where she conducted doctoral and postdoctoral research prior to moving into policy areas.

Rebecca Peters

Since January 2021, Rebecca has been a Leland Foundation–AMS Transatlantic Academy Fellow on Chatham House's Energy, Environment and Resources Programme. She is concurrently completing her DPhil in the School of Geography and the Environment at Oxford. With the UK–FCDO-funded REACH Water Security programme, she works closely with government, industry, and academics in Bangladesh on river water pollution. A 2014 Marshall Scholar with MScs in Poverty and Development Economics, and Water Science and Policy, Rebecca has worked extensively on environment, climate, and economic projects with a variety of organisations, including the Nature Conservancy and the World Bank. As a 2016 Luce Scholar, she studied transboundary river policy with the Asian International Rivers Center in Yunnan, China.

Matthew Preston

Dr Matthew Preston is Deputy Head of Research Analysts at the Foreign, Commonwealth & Development Office. He has also been a Research Analyst in the Multilateral Research Group since 2003, and led the group in the Foreign & Commonwealth Office from 2009 to 2016. He has provided research, analysis and policy advice on a wide range of global themes and international organisations, particularly the United Nations, covering issues such as peacekeeping, mediation, human rights, war crimes, sanctions, and North–South politics. Matt has also negotiated regularly for the UK at the UN General Assembly and the Human Rights Council, and in the OSCE. He gained his doctorate and subsequently lectured in International Politics at the University of Oxford.

William Pryor

Will leads the University's Policy Engagement Team and development of the [Oxford Policy Engagement Network \(OPEN\)](#). He has spent most of his career in policy-related roles outside the UK, including with the Organization for Security & Co-operation in Europe in Austria, Tajikistan, Ukraine, and throughout the South Caucasus; and with British Embassies in Moscow and Kyiv. He has also served as Deputy Director of Crisis Group's Europe & Central Asia Programme.

Recruiter Fair EXHIBITORS

LIVE: 11:00-14:00

You can visit the organisation stalls throughout the duration of the conference.


Representatives have been encouraged to be available to chat from 11:00 until 14:00.

ARCHANGEL IMAGING

At Archangel Imaging, we believe the teams of the future will be hybrid, with humans working alongside machines to solve persistent, global problems, and we're building that future using the latest in advanced Artificial Intelligence technologies and connected edge devices.

By creating devices with built-in advanced computing, self-sustaining power and a variety of connectivity options, we are pioneering a generation of smart systems that can act as effective first line detection in difficult environments and integrate with human workflows. The early intervention and prevention of incident escalation gives human teams a chance to save lives and money and gives a real opportunity to tackle those persistent global problems.

With projects ranging from anti-poaching protection to rail trespass monitoring, we excel in helping companies protect their remote assets and we're proud to have won several international awards for our work. We'll provide you a high-paced, challenging and fulfilling environment to further your career, empowering you to help you shine.

 www.archangel.im/careers

Working at Aspect Ecology will take you across the country and to a wide range of different landscapes and habitats as you undertake specialist ecological surveys and assessments to ensure that future development respects and enhances the natural world.

Aspect Ecology is an ecological consultancy based in north Oxfordshire. We undertake a range of surveys and services in the ecological sector, ranging from protected species surveys (targeting species such as bats, dormice and reptiles) to specialist habitat assessments of ancient woodlands, chalk grasslands and other declining habitats. Working largely on behalf of developers, we utilise evidence gathered from our survey work to ensure that features of ecological interest are preserved and protected, and that new development delivers net gains for biodiversity. Our ability to resolve conflict and deliver effective mitigation and enhancement schemes puts Aspect at the forefront of the industry, and provides our staff with stretching and stimulating work.

Aspect Ecology provides excellent inhouse training for all new employees, and you will find that there is great opportunity for progression, challenge and reward.

 <http://aspect-ecology.com/>

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

Our story began in 1998 when Mark Dixon, a university statistics lecturer, decided to set up a one-man-band consultancy, offering statistical modelling and research services. Featuring near the top of a Yellow Pages listing was a priority at the time, and led to Mark opting for 'Advanced Training and Statistical Services,' or ATASS for short. Increasingly, his love of football led him to take on more and more sports-related work, and, by 2001, he and a handful of colleagues were working under the new identity of ATASS Sports.

Fast forward over 20 years, and the company now boasts one of the largest commercial statistical research teams in Europe and is a leader in the field of the application of statistical modelling in sports. We have created and continue to develop a collection of statistical and mathematical models that allow sporting outcomes to be predicted with unparalleled accuracy.

ATASS Sports is based in Oxygen House; our award-winning offices in Exeter where we have a range of on-site facilities that are available to everyone in the team. There's an outdoor pitch for netball, football and tennis, an on-site gym offering regular fitness classes, a pool table, a table tennis table and a café serving delicious, local, and organic food. We're constantly organising events to support our charities and to socialise. Our work is serious but we're all about having fun while we do it!

 www.atass-sports.co.uk

When imagining a role in the investment industry, you may picture a traditional finance position filled with mathematical analysis and number-crunching. But instead, let's imagine something different. Imagine a role where your creativity is held in higher esteem than your numeracy skills. A position where your curiosity is currency and where your potential is key.

At Baillie Gifford our work is a million miles from that stereotype of investors who constantly track markets looking for short-term gains. Instead, our focus is on developing a deep understanding of the underlying drivers behind potential investments. That means questioning everything that happens around us, and anticipating the consequences of local, regional and global events. In other words, we try to foresee what the future holds.

Today, with an excess of £200 billion under management and more than 700 clients across the globe, we have over 1,200 employees working at our head office in Edinburgh. We're looking to recruit DPhil students from all subject areas, who are interested in an intellectually challenging research career. On our Investment Research programme around 80% of your time will be spent researching ideas, trends, companies and industries. To find out more, visit our careers stand to chat to one of our recent Oxford DPhil recruits.

 www.baillieifford.com/careers

Cambridge Healthcare Research (CHR) is a consultancy providing strategic support to biopharmaceutical, medical device and NGO clients. CHR's expert team of consultants, based across Europe, North America and Asia, delivers tailored solutions based on our analysis and experience of strategy consulting and product commercialisation.

Our mission is to enable clients to navigate difficult decisions by providing a deep understanding of their market positioning and outlining competitor activities, intent, and capabilities. Joining the CHR team will provide you with commercial exposure to strategic challenges faced by the leading players within the pharmaceutical industry. Direct exposure to clients should be expected from week one.

 <https://camhcr.com/>

causaLens is pioneering Causal AI, a new category of intelligent machines that understand cause and effect - a major step towards true AI. Its enterprise platform is used to transform leading businesses in Finance, IoT, Energy, Telecommunications and others.

Current machine learning approaches, including AutoML solutions, have severe limitations when applied to real-world business problems and fail to unlock the true potential of AI for the enterprise. For instance, in the case of predictions, they severely overfit and do not adapt when the environment changes. causaLens' Causal AI Platform goes beyond predictions, providing transparent causal insights and suggesting actions that directly improve business KPIs.

 <https://www.causalens.com/join-us/>

Costello Medical is a rapidly growing global healthcare agency specialising in medical communications, market access and health economic and outcomes research. We work with a wide range of clients, including the industry's most successful pharmaceutical and medical technology companies, patient and public health bodies and charitable organisations. Our lasting client partnerships create a direct and measurable impact on the successful launch of novel therapies and devices across a wide range of disease areas. Our vision is to be a community of the very best people, constantly challenging ourselves to make meaningful and outstanding contributions to improving healthcare.

We are committed to our company values which are central to creating our fun, friendly and innovative workplace in which we strive to deliver the highest standards of quality. As a result, we have been listed in The Sunday Times Top 100 Best Small Companies to Work For list for four consecutive years.

We are recruiting for a number of entry-level, graduate roles suited to those with a background in the sciences and life sciences, as well as those with a quantitative background in maths, economics or statistics. We have start dates throughout 2021 and 2022 in our Cambridge, UK, London, UK, Manchester, UK, Boston, MA, and Singapore offices.

 www.costellomedical.com/careers/

d-fine is a European consultancy firm with 1000 employees, distributed across seven offices in four countries. The firm 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. This combination enables d-fine to efficiently deliver solutions for our clients across a range of commercial and industrial sectors.

We ask for an outstanding academic record in a highly quantitative subject, superb analytical skills, and good IT skills; preferably with at least one programming language. Examples of some academic backgrounds include Physicists, Mathematicians, Financial Mathematicians, Statisticians, Computer Scientists, and related quantitative sciences. Ideally, you are familiar with some of the following: numerical methods, optimisation techniques, statistics, stochastic processes, financial mathematics or simulation techniques such as Monte Carlo. Most importantly, you are able to apply your knowledge to real world problems and situations. We expect you to be able to quickly grasp complex tasks and familiarise yourself swiftly with new IT systems.

 www.d-fine.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.

 www.elsevier.com/about/careers

Five Rings is a proprietary trading firm founded with a vision of combining strategy, innovation and technology to succeed in today's global markets. With offices in New York and London, Five Rings trades in various domestic and international markets, both established and esoteric. Our team constantly seeks new opportunities, analyzes their risks and rewards, and creates strategies and tools to capitalize on them.

Team members at Five Rings:

Five Rings gives people as much responsibility as possible, as quickly as it can be earned. New Traders work both independently and closely with senior traders – analysing risks and rewards, exploring new strategies, collaborating with quants and software developers to build and optimize trading models. New Quants work closely with traders to identify opportunities in the markets we trade and with software developers to implement models in our trading systems. New Developers work closely with senior software engineers, traders, and quants developing trading software in C++ on Linux. See our [Team page](#) on our website for more on our team dynamics!

You'll be interested to hear about...

...our open culture and how we encourage the flow of knowledge and ideas between all areas of the firm. Our firm is a meritocracy and progress in both responsibility and compensation is rapid for those capable of demonstrating excellence in their particular field.

We offer free meals, a fully stocked pantry, casual attire, and a brand-new office in Downtown NYC!

 <https://fiverings.com/>
 <https://jobs.jobvite.com/fiverings/>

We are a leading quantitative research and technology firm.

We hire the brightest minds in the world to tackle some of the biggest questions in finance.

We pair this expertise with machine learning, big data, and some of the most advanced technology available to predict movements in financial markets.

We offer a dynamic, flexible and highly stimulating culture where world-beating ideas are cultivated and rewarded. We are proud to employ some of the best people in their field and are keen to nurture their talent in a supportive working environment.

 www.gresearch.co.uk/join-us/

Are you seeking opportunities to use your specialist knowledge in a role that bridges the gap between academia and industry? We'd like to meet you!

Innovia is a Cambridge-based innovation consultancy. We work in multidisciplinary teams to create new products and services for some of the largest companies in the world. Clients like Procter & Gamble, LEGO, KraftHeinz and Jaguar Land Rover trust us to help them invent the future.

We're looking for people with backgrounds in chemistry, engineering, behavioural sciences, physics, life sciences, materials science, business strategy, product design (and more!) to work together and apply their knowledge to real-world challenges.

Many of our consultants join us after completing a PhD, postdoc, or after a career in academia - and this isn't a coincidence. Problem-solving, analytical skills, research experience, great communication and an aptitude for working collaboratively are just some of the qualities that we value highly.

Our consultants work on projects across multiple industries from energy, to food, to medical devices and consumer goods - allowing you to expand your expertise to engage with a broad range of complex problems. Our comprehensive training will help you transition from academia to industry. Full time consultant vacancies are open now on our website with no application deadline.

 www.innoviatech.com/careers/

LifeScience Dynamics is a decision support firm providing the world's top 20 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. LifeScience Dynamics works across three practice areas: Market Research, Competitive Intelligence, and Market Access, Pricing & Reimbursement.

We are looking for exceptional talent to join our entrepreneurial, friendly and family-oriented company. We have been growing consistently since 2009 with offices in London, Toronto, New York, Boston and San Francisco, and that growth is fuelled by the exceptional work of our team.

The company's success is attributed to its multinational team who work in a collaborative and nurturing environment, where they can develop their skills and advance their careers. With so few blockbuster drugs on the horizon and many key disease areas well served by generics, innovation in the pharmaceutical market now focuses on precision and targeted medicine including biologics, regenerative and gene therapies. In these difficult times, pharmaceutical and biotech clients require a trusted partner for guidance, and it is here that LifeScience Dynamics provides unparalleled decision support.

 www.lifesciencedynamics.com/careers

Oxford PharmaGenesis is a HealthScience communications consultancy providing services to the healthcare industry, professional societies and patient groups.

Founded in 1998, Oxford PharmaGenesis is proud to be an independently owned consultancy in a sector increasingly populated by corporate communications conglomerates. Now, employing more than 350 dedicated HealthScience experts in offices in Oxford, London, Philadelphia, Cardiff, Cambridge, Basel and Melbourne, Oxford PharmaGenesis is a preferred supplier to 9 of the top 10 global pharmaceutical companies.

Our diverse client list comprises over 50 healthcare organizations, including pharmaceutical, devices, diagnostic and nutraceutical companies, and professional societies, patient groups and academic institutions. Our independence gives us the ability to shape who we are and to focus on the quality of what we do.

We are a team of passionate and experienced individuals, who are committed to helping our clients bring new treatments to the world in areas of unmet medical need. Our people are the reason for our continued success, and that's why we're always on the lookout for new talent.


 www.pharmagenesis.com/careers

Pamela Steele Associates (PSA) is a niche management consultancy with a mission to ensure that no patient in low- and middle-income countries suffers due to lack of essential medicine. We specialise in Supply Chain Transformation for the public health & humanitarian sectors through consultancy, research and training.

PSA was founded in 2013 by Pamela Steele. It has headquarters in Oxford, UK and regional offices in Ethiopia, Kenya and Nigeria.

We provide sustainable solutions for the development of the in-country capacity of individuals and organisations to reduce dependency on external support. Working with governments, International Non-Governmental Organisations and the United Nations, we research, train and provide consultancy, deploying technical specialists to transform health and humanitarian supply chains in collaboration with client teams.

Research into Public Health Supply Chains in low and middle-income countries is limited. PSA addresses that gap. We believe that future public health improvements in low- and middle-income countries will come, not only from new clinical research but, increasingly, from innovative and sustainable distribution models. Our team includes researchers from diverse backgrounds to ensure that the findings and recommendations of our research are context-appropriate and culturally relevant. The combination of field experience and academic research with empirical, analytical, and qualitative approaches mean that the findings of our research reach a wider audience and can be used to inform policy.

 www.pamsteele.co.uk

Pivigo provides AI solutions, specialising in data science projects for organisations of all sizes since 2014. Our company facilitates and supports postgraduates' transition from academia into data science through our Science to Data Science (S2DS) bootcamp. S2DS is Europe's largest data science training programme, offering five weeks of intensive, project-based training. By empowering participants with the commercial experience needed to get a job in data science, we give our alumni the edge on the competition.

During the programme, you will work on a commercial data science problem, as part of a small team, with commercial partners ranging from exciting start-ups, SMEs, and charities, through to large multi-national companies. We will immerse you into data science from day one, making sure you learn more in a shorter time than you have ever done before – and your work during the programme will have a real impact on live products and services. You will have plenty of support throughout the 5-week programme including technical, teamwork focused and business mentors. The network you build will be with you for life, and you will have fun and make friends while accelerating your career!

Our London-based programme in August is open exclusively to PhD graduates, and you'll need to have at least intermediate programming experience in Python or R to be suitable for the course. Applications are open now at s2ds.org!

 www.s2ds.org


A team of curious and committed volunteer PhD students and research staff, who as editors, work to source career profiles from a range of fascinating sectors written by researchers with backgrounds spanning the humanities, social sciences, physical, medical and life sciences – showcasing the variety of career options for researchers beyond academia. We are work in partnership with and are also supported by the University of Oxford's Careers Service.

You can find out more about us at the website, or [contact us](#) to ask us a question or volunteer a profile!

 <http://research-careers.org/>

The RIS programme offers a tailored route into teaching exclusively for PhD graduates. It is specifically designed to utilise their academic expertise to the benefit of pupils, schools and universities.

The programme is designed to run over three years, with the third year being optional. Participants achieve Qualified Teacher Status (QTS) in their first year and completing their Newly Qualified Teacher (NQT) years in Years 2 and 3. Participants are placed in non-selective, secondary schools, supported to become excellent new teachers and research leaders, and have access to research associate status at a selective university.

 <https://thebrilliantclub.org/researchers-in-schools/ris-applicants/how-to-apply/apply-now/>

The mission of the new Research Staff Hub is to welcome, equip and empower research staff to realise our collective vision of healthy, supportive environments for all researchers.

The focus of Hub activities will be shaped by the research staff community.

Visit our stall today to tell us how you would like to shape and contribute to the Hub's agenda and focus.

Here's what we have in our sights:

- community building, networking, events, and communications;
- enriching and facilitating access to career and professional development support
- supporting principal investigators to lead and manage research staff effectively
- enhanced provision for mental health and wellbeing
- pro-active work to ensure equity, inclusivity and grow diversity in Oxford
- representation, policy development and advocacy for research staff
- further work towards a vibrant, creative and supportive research culture, including meeting our collective obligations under the new Concordat to Support the Career Development of Researchers;

How would you like to engage with the Hub?

Come and visit to share your ideas, learn more or just have a chat. We'd love to meet you!

Our Quantitative Researchers find solutions to complex problems that occur in the world of trading. As a Quantitative Researcher at SIG, you will use research as a tool to better understand global markets, varying products, and the network of exchanges on which we trade. Quants move SIG's business forward by improving, identifying, and implementing trading strategies for the firm.

Our Quantitative Analyst Programmes are a unique opportunity for PhD students and graduates to work in an industry setting and develop the skills needed to build a successful career as a Quantitative Researcher. Quantitative Researchers gain insight into the world of quantitative trading, while working on research projects across a range of topics, like machine learning, anomaly detection, and many probability puzzles found in pricing and trading.

Quantitative Researchers are exposed to hands-on practical projects from day one, such as a personalised financial data analysis project under the mentorship of a senior quant, and a simulated exchange building project to gain insights on market microstructure. When you complete your starting projects, you are then assigned to a trading desk to directly support the research, development, and monitoring of trading strategies. PhD students in their penultimate year of study may apply for our Summer Internship. PhD students in their last year of studies, recently graduated or post-doctorates are welcome to apply for our Quantitative Analyst Programme.

Successful candidates from past programmes have studied a range of quantitatively-oriented disciplines, such as mathematics, physics, engineering, computer science, and econometrics.

 www.sig.com/campus-programs/

Tessella is one of the world's leading data science and AI consultancies. We are scientists and engineers who enjoy solving the real-world technical challenges faced by companies at the forefront of science and technology. Using a combination of deep domain knowledge and technical expertise, including data science, analytics and software engineering, we collaborate with our clients to unlock the value held within their data, enabling better-informed business decisions.

We are looking for talented science, mathematics and engineering graduates and postgraduates to join us and help create solutions that make a difference in the world. You will learn new domains and technologies and apply innovative thinking and transferable skills to solve new challenges.

Tessella is dedicated to creating a diverse environment and is proud to be an equal opportunity employer. We appreciate individuals for who they are and value the diversity they bring to the workplace. We are delighted to have achieved the top Platinum accreditation by Investors In People in 2020. This reflects our commitment to staff engagement, development and training, and we pledge to continue to develop in these areas.

 <http://careers.tessella.com>

TNG is a partnership-based IT consultancy based in Germany that works 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 JavaScript, but also other programming languages, such as Python or C#. We support our customers with up-to-date tools and innovative ideas. By relying on teamwork and fast communications, each customer can access the expertise pool of the whole company.

Of course, we expect of our employees the willingness to perform, the ability to work independently and good knowledge of the German language. In addition, affinity for IT, very good academic results, a high sense of responsibility and professionalism and the ability to work in a team is important. For our continuous education every colleague participates in a "Techday" twice a month. This is a training day where TNG-colleagues give talks or conduct workshops on technical and other subjects. For interested candidates, we offer the option to "visit" us at one of our Virtual Open Techdays. Please contact us, if you want to participate!

 www.tngtech.com

CAREER MANAGEMENT HACKATHON - How to Explain And Expand Transferrable Skills

14:30-16:00

A hands-on session that examines and works with your transferable skills to:

- refresh your thinking about the skills you have and generate ideas on where and how to expand these;
- provide tools that help you reframe your perspective;
- promote effective action to identify new opportunities, ideas and connections.

CLOSING PLENARY

16:00–17:00

Keynote Speaker Dr Christian Busch:

Creating "smart luck" in a fast-changing world: How a serendipity mindset can help us find our next opportunity(ies).

Closing comments.

CREATING "SMART LUCK" IN A FAST-CHANGING WORLD: HOW A SERENDIPITY MINDSET CAN HELP US FIND OUR NEXT OPPORTUNITY(IES)

With Keynote Speaker: Dr Christian Busch

This session will focus on how we can use uncertainty as a pathway to personal and professional success. It will explore the art and science of serendipity (unexpected positive outcomes), and discuss concrete practices on how to cultivate serendipity for personal and professional growth and success in our working lives.



KEYNOTE SPEAKER:

Dr Christian Busch - Lead Faculty & Director, CGA Global Economy Program, New York University & Visiting Fellow, London School of Economics

Dr. Christian Busch directs the CGA Global Economy Program at New York University (NYU) and teaches on purpose-driven leadership, entrepreneurship, emerging markets, and (social) innovation at NYU and at the London School of Economics (LSE). He served as the Inaugural Deputy Director at the LSE's Innovation Center and is the co-founder of Sandbox Network, a global community of young innovators, as well as of Leaders on Purpose, an organization convening leading CEOs.

Christian's bestselling book, [*The Serendipity Mindset*](#) (Penguin Random House), has been highlighted as a "wise, exciting, and life-changing book" (Arianna Huffington, Founder, Huffington Post); a "bracing and hopeful antidote to a world addicted to efficiency and control" (Daniel Pink,



author of Drive); "highly recommended" (Reid Hoffman, Co-Founder, LinkedIn); and offering "excellent practical guidance for all" (Paul Polman, former CEO, Unilever).

Christian's research has been published in outlets such as the Strategic Management Journal and the Handbook of Inclusive Innovation, and was featured by outlets such as Harvard Business Review, Stanford Social Innovation Review, The Guardian, Fast Company, BBC, Forbes, and the GOOP podcast. In 2016, he received the 'Best Paper Award' (Entrepreneurship) of Emerald Publishing, and the 'Best Social Entrepreneurship Paper Award' of the Academy of Management.

Christian is among Diplomatic Courier's 'Top 99 Influencers', JCI's 'Ten Outstanding Persons', and on the Thinkers50 Radar list of 30 management thinkers "most likely to shape the future of how organizations are led." He is a TEDster, an 'Institute for the World Economy Fellow', one of the 'Davos 50', and a Fellow of the Royal Society of Arts. He frequently speaks at conferences such as the World Economic Forum, TED/TEDx, and Financial Times Sustainability Summit.

Christian previously worked in business and consulting in Mexico, Germany, the UK, and the US. He has served as Senior Advisor at multinational companies and the National Entrepreneurs Association, on Ashoka's Selection Panel, on the Global Shapers Steering Committee, and on the Jury of the African Entrepreneurship Award. He is part of the WEF's Expert Forum, and has guest-lectured at Stanford Business School, Peking University, IMD, and Strathmore.

He received his PhD from the LSE. Twitter: [@ChrisSerendip](https://twitter.com/ChrisSerendip)

University of Oxford Careers Service

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