Role Profile

Role Title: Research Specialist

Reports To: Genomics Senior Manager

Position Location: Waunakee – Genome Sciences

Exemption Status: Exempt

Company Background:
Genus is a global FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around £500 million, Genus has a presence in over 70 countries, with a global workforce of approximately 3,200 employees. One of the best performing stocks on the London Stock Exchange, the Company's market capitalization is around £2 billion. It is a worldwide leader in porcine and bovine animal genetics, partnering with farmers to transform how we nourish the world – a mission that is important to a sustainable future.
Each generation of animals is selected based on a number of desired traits, including greater health, fertility, productivity or feed efficiency. With superior animal genetics, Genus helps its customers in the dairy, beef and porcine supply chains around the world produce offspring with improved robustness, superior production efficiency and greater sustainability. Genus's vision of ***"pioneering animal genetic improvement to help nourish the world"*** is supported by its core values to be customer-centric, results-driven, pioneering, people-focused and responsible.
Genus is an agricultural biotechnology pioneer. At the core of its accelerated rates of genetic improvement is a proprietary technology platform. Genus focuses its research and development through four routes, all of which may be applied across species, but currently the Company's focus remains on the bovine and porcine species:

- genomic selection (the analysis of the genome and selection of traits important to commercial producers for sustainable production);
- biosystems engineering (delivering genetics through technology solutions, such as our pioneering sexed semen technology);
- gene editing (precise editing of the genome, in which DNA can be deleted); and,

advanced reproductive technologies (embryology and related technology).

Overall Responsibilities:
We are seeking an individual that has relevant molecular biology laboratory experience with a focus on the areas of molecular genetics, genomics and transcriptomics. The successful candidate would need to have an educational background that provided foundational knowledge in classical and molecular genetics as well as exposure to the fundamentals of short- and long-read sequencing technologies. This position will be primarily in the laboratory and focused on the development of sequencing libraries, exploring sequencing strategies, development of novel protocols for various genomics related initiatives and supporting various business partners in customized solutions for business priorities. Demonstrated experience with creating Illumina-based RNA libraries as well as single cell transcriptomics would be ideal.

The successful candidate will require excellent organizational and communication skills as well as the ability to both document and present technical findings to both the group and business partners. The position requires extensive interaction with both bioinformatics and data sciences groups which would require the ability to develop a strong, collaborative relationship with members of those teams. Attention to detail and ability to work pro-actively and autonomously would be desired skills.

Specific Accountabilities:

- Expands capabilities of the Genomics group in laboratory techniques and protocols – particularly around RNA-specific sequencing (tissues and single cell)
- Requires knowledge and experience in own discipline; expectation to continue expanding in that space
- Ability to troubleshoot issues that arise in molecular biology laboratory settings
- Matches group capabilities with project needs to identify right-sized solutions
- Receives a moderate level of guidance and direction
- No supervisory responsibilities but works collaboratively within the group
- Solves technical problems with equipment by leveraging vendors, on-line resources, experience of others in the field
- Presents results in a thoughtful and complete fashion to business partners allowing them to understand the process by which the data/results were generated

Overall, the position will concentrate on the following core responsibilities:

- Working to expand the overall RNA-centric capabilities for the organization (transcriptome, miRNA expression, long non-coding RNA characterization, alternative splicing, etc)
- Evaluating external or vendor-based approaches to leverage new kits/technology/strategies to fill capability gaps in the Genomics laboratory
- Adapting existing protocols or approaches to business priorities related to genomics & molecular genetics

Qualifications and Experience:

- A master's level degree is preferred with experience in molecular biology setting(s) that would ideally have a molecular genetics focus. Candidate would have 3+ years of experience in either an academic or corporate setting. Demonstrated experience with isolating and handling RNA. The ideal candidate would have experience with both short and long-read sequencing platforms. Single-cell sequencing experience would be preferred.

Capabilities and behaviors:

Ownership/Accountability: Defines experimental plans and executes those plans with a focus on accuracy, organization, scope, and uses cases.

Collaboration: Develops and sustains relationships with the Genome Sciences group and with business partners to ensure the organization is positively impacted and peers are valued.

Expands expertise: Genomics as a discipline is very quickly evolving. Strong focus on adapting to changing technology landscape and engagement with ever-changing project space.

Innovative: Embraces a curious and creative mindset to ensure project work is evaluated in a holistic fashion. Embraces failures a method to learn new ideas and approaches where no set path may exist.

Alignment with business partners: Strong focus on business-critical projects and shifting organizational directions.

Inclusive mindset Works well with a diverse group of individuals and orients self around common goals and purposes to create a truly inclusive space.