

Scientist in Protein Crystallography (NL)

ZoBio (www.zobio.com) was founded in 2004 and is located in Leiden, Netherlands. We offer innovative research services in the field of small-molecule drug discovery to the pharmaceutical and biotech industries. Our international team of 40 people covers five fields of expertise: Protein Sciences, Assay Development and Screening, Structural Biology, Medicinal Chemistry, and Data and Information Sciences.

We are looking to strengthen our **Structural Biology** team with an enthusiastic **scientist** with a track record in **protein X-ray crystallography**. The structural biology team plays a critical role in supporting our clients' drug discovery programs by providing structural insights into protein-ligand complexes by both NMR spectroscopy and X-ray crystallography. Our crystallization laboratory is equipped with state-of-the-art liquid handlers and automated imagers, and we have regular access to the main European synchrotrons. The team is involved in many projects with challenging targets and engaged in exploring innovative workflows.

It is fully expected that the successful candidate will become a permanent and integral member of the ZoBio team after an initial 12-month contract. A tailored remuneration package will be proposed in line with individual qualifications and experience. The position is immediately available; the evaluation and assessment of candidates will run until the position is filled.

TASKS & RESPONSIBILITIES

As a member of the Structural Biology group, you will work on site in the laboratory primarily to support crystallization and structure determination of protein-ligand complexes. You will work with minimal supervision but in a highly collaborative environment within the Structural Biology group and will effectively cooperate on a per-project basis with other research groups at ZoBio. Your role will require working simultaneously on multiple projects in a rapidly evolving environment. You will:

Provide input to research projects:

- Design and implement (co-) crystallization and soaking strategies utilizing automation and robotics
- High-throughput and -quality structure elucidation and interpretation of biological macromolecules in complexes with small molecules of interest
- Troubleshoot proactively various challenges relating to protein crystallization
- Perform experiments with deadlines
- Report project results in an accurate and concise manner, both verbally and written
- Keep up to date with relevant literatures and developments in the field of protein crystallography

Organize logistics, planning and quality control for research projects:

- Contribute to the overall quality control process of data that is generated by the group members
- Control the integrity of data imported in project databases
- Develop innovative approaches to protein crystallization and/or structure determination, including evaluation of new technologies that support and improve the workflow
- Share knowledge, observations, and insights within the group and ZoBio to improve quality and efficiency of project proceedings
- Collaborate with clients, external CROs and suppliers

PROFILE & COMPETENCIES

The ideal candidate has a strong background in biochemistry, biophysics or structural biology and at least 4 years of hands-on experience in protein crystallization and structure determination using standard crystallization software (e.g., CCP4, Phenix). Hands-on experience with crystallization robots and understanding of molecular interactions in the context of ligand modelling is desirable; a willingness to learn is required. The multitude of ongoing projects in a rapidly changing environment demands a flexible, creative, and highly organized person with hands-on mentality and excellent communication skills.

Required competencies include:

- **Problem analysis:** ability to identify problems, recognize important information, make connections between data, and trace possible causes of problems
- **Creativity:** ability to come up with original solutions, and think 'out-of-the-box' to design novel strategies
- **Work standards:** setting high quality standards with respect to performance of experiments and data analysis, and act accordingly
- **Oral and written communication:** ability to communicate in a clear, persuasive, and effective way to colleagues and clients about ideas, and to report project progress in an accurate and reproducible manner
- **Adaptability:** ability to adjust one's behavior, planning, and organization in response to frequent changes, delays, and unexpected events
- **Teamwork:** ability to contribute actively to a joint result or solution, even when such teamwork concerns a matter which is not of immediate personal interest
- **Tenacity:** ability to stay with a plan of action or point of view until the desired goal has been attained or is no longer reasonably attainable
- **Planning and organization:** ability to plan and organize tasks and projects to meet the defined goals

Please send your CV, motivation letter and names of potential referees to <hrm@zobio.com> with the subject: "Scientist in Protein Crystallography".