

**UNIVERSITY OF CAMBRIDGE
DEPARTMENT OF VETERINARY MEDICINE
THE QUEEN'S VETERINARY SCHOOL HOSPITAL**

**PAT BROOKS SENIOR CLINICAL TRAINING SCHOLARSHIP IN SMALL ANIMAL MEDICINE
AVAILABLE TO START 11 AUGUST 2025**

Please note:

The ability to take up this Scholarship is contingent upon you being able to evidence your right to work in the UK, or through gaining the right to work via the UK immigration system. Evidence will need to be provided before an offer can be made. Regrettably, this Scholarship is not suitable for sponsorship via the Skilled Worker or Temporary Worker visa routes as the minimum requirements cannot be met.

1. Scholarship application procedure

Scholarship applicants should supply the following documents:

- A completed SCTS Application Form (SCTS 1)
- A Curriculum Vitae
- A covering letter giving reasons for wishing to undertake this Scholarship in the Department of Veterinary Medicine, University of Cambridge.

Please ensure that the above documents are submitted as one document and as one attachment. There is a dedicated place for applicants to copy and paste a CV and a Covering Letter on the SCTS Application Form (SCTS 1).

Applications should be submitted via e-mail to vetmed@vet.cam.ac.uk with the above documents as one attachment no later than the closing date: midnight on Sunday 16th March 2025.

Interviews will take place early April 2025.

It is the responsibility of the applicant to request references from three referees. Please ask referees to send these in prior to the interview date as stated below. References should be sent by email to vetmed@vet.cam.ac.uk with 'SCTS Reference' in the subject line. Failure to provide these may result in a delay to offer.

The Department will endeavour to notify scholarship applicants who have been shortlisted for interview within ten days of the closing date for applications.

2. Selection criteria for applicants

The following are essential:

- Either Membership of the Royal College of Veterinary Surgeons, or possession of a veterinary degree that qualifies the holder for Membership of the RCVS (Membership must be in place prior to the start date)
- Either successfully completed a recognised small animal rotating internship that includes experience with UK veterinary regulations and practices or have at least two years of experience in small animal primary care practice where you have gained knowledge of UK veterinary regulations and practices
- Experience of working, and willingness to work, as part of a team
- Willingness to seek, and to accept, guidance and supervision
- Ability to prioritise tasks and demands
- Excellent communication skills, both verbal and written

- Ability to deal with a wide range of people, excellent interpersonal skills
- A good understanding of the professional context of veterinary medicine
- For applicants for whom English is not their first language, a score of 7.5 in IELTS (with no element under 7), or a score of 100 in TOEFL (with no element less than 24 - internet based test)*

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Duration: One year in the first instance, renewable for periods of one year up to a total of three years.

Aims of the Senior Clinical Training Scholarship (SCTS)

The Scholarship is a training position designed to provide a good foundation in all aspects of small animal medicine including oncology, medical neurology, cardiology, diagnostic imaging and clinical pathology.

The Scholar will be under the direct supervision of:

Nick Bexfield BVetMed PhD DSAM DipECVIM-CA PGDipMEdSci PGCHE FHEA MRCVS
Clinical Director of Small Animal Services
Teaching Professor

Barbara Skelly MA VetMB PhD CertSAM DACVIM DECVIM MRCVS
University Associate Professor in Small Animal Medicine and Clinical Genetics

Katie McCallum BVM&S PGCertSAM FHEA DipECVIM-CA MRCVS
Associate Teaching Professor in Small Animal Medicine

Andre Kortum BVSc MANZCVS (SAM) SFHEA DipECVIM-CA MRCVS
Associate Teaching Professor in Small Animal Medicine

Armando Sanchez Lara DVM MSc PhD CertAVP AFHEA MRCVS
Associate Teaching Professor in Small Animal Medicine

With additional supervision by:

Mark Reading MA VetMB PhD CertSAC CertSAD MRCVS
Clinical Physician

Jose Novo Matos DVM PhD DipECVIM (Cardiology) MRCVS
Principal Clinical Cardiologist

Catheryn Partington BVSc CertAVP(VC) MSc AFHEA MRCVS
Associate Teaching Professor designated Clinical Cardiologist

Jane Dobson MA DVetMed DipECVIM-CA (Oncology) FRCVS RCVS Recognised Specialist
Deputy Head of Department
Professor in Veterinary Oncology

Alison Hayes BVMS CertVR MSc (Clin Onc) DipECVIM-CA MRCVS
Associate Principal Clinical Veterinarian in Oncology

Tim Williams MA VetMB PhD DECVCP MRCVS
Professor of Veterinary Clinical Pathology

Cassia Hare MA VetMB DipACVP (Clin Path) MRCVS
Teaching Professor designated Principal Clinical Pathologist

Marie-Aude Genain Dip ECVDI MRCVS
Principal Clinical Radiologist
Teaching Professor of Veterinary Diagnostic Imaging

Paul Freeman MA VetMB Cert SAO DipECVN MRCVS
Principal Clinical Neurologist

Lisa Alves Dip ECVN PhD MRCVS
Associate Principal Clinical Neurologist

Georgina Harris Dip ECVN MRCVS
Associate Teaching Professor designated Clinical Neurologist

An Vanhaesebrouck Dip ECVN MRCVS
Associate Teaching Professor designated Clinical Neurologist

Time allocation

At least 66% of time during the SCTS should be spent on clinical case management. Up to 33% but not less than 10 weeks of time will be allocated each year for study and holidays.

Over the three-year SCTS, time will be spent in the following areas:

- Small animal medicine
- Oncology
- Medical neurology
- Cardiology
- Diagnostic imaging (minimum 160 hours)
- Clinical pathology (minimum 160 hours)
- RSPCA clinical support
- SCTS research project
- Remaining time spent as private study / writing papers

Attendance is expected at daily Hospital rounds as well as small animal medical seminars, and weekly journal clubs, and book club.

Resources

The training programme will be based at The Queen's Veterinary School Hospital, University of Cambridge.

The Hospital facilities include:

- Fully equipped and staffed diagnostic facilities for the examination and treatment of small animal medical conditions
- Fully equipped and staffed small animal theatres, with a new state of the art small animal surgical suite and five operating theatres, including a new Storz endoscopy system
- Diagnostic imaging capabilities including x-ray, high field MRI, computed tomography, scintigraphy and ultrasound
- Radiotherapy and chemotherapy facilities
- Fully staffed nursing wards and intensive care facilities

- On site clinical pathology and histopathological staff and laboratories
- Easily accessible computer and internet facilities

Emergency service

The SCTS will participate fully in the out-of-hours rota gaining valuable and essential experience in emergency work and patient management including intensive care cases. Participation in the out of hours weekday and weekend rota is shared. Full back-up cover is provided by senior clinicians, surgeons, radiologists and anaesthetists.

Primary Care

The SCTS will act as the primary veterinary surgeon at the RSPCA first opinion clinic on a very occasional basis, giving access to cats and dogs with common but often challenging medical problems.

Teaching and Continuing Professional Development

The Department encourages all SCTSs to undertake a further teaching qualification, such as the Integrated Foundations of Medical Education (IFME) programme run by the University of Cambridge, School of Clinical Medicine. This is usually undertaken in year one or two.

The SCTS will be also encouraged to attend relevant day release courses organised by the University of Cambridge on teaching and learning in higher education. These courses deal with education methods (lectures, seminars and small group teaching etc.) for lecturers involved in tertiary education.

Research Programme

Clinically orientated research to advance the understanding and management of medical conditions in small animals is an important and vital aspect of the SCTS training. The SCTS will be allocated time to complete a clinical research project. The SCTS will be encouraged to apply for research grants in order to gain experience in grant applications and management under the guidance of senior clinicians.

Undergraduate Teaching Participation

The SCTS will be encouraged to participate in:

- 4th and 5th year clinical and practical classes. In the second and third year of the SCTS the Scholar may be involved in a small number of didactic lectures to the fourth and fifth year veterinary students
- 6th year clinical teaching on the small animal medicine / oncology / neurology / clinical pathology rotations. During the clinical rotations he or she will be expected to contribute to seminars, practicals and case rounds.

Collaborative Arrangements

Scholars are encouraged to spend a short period of study at an alternative institution. We have strong links to internationally acclaimed referral hospitals both in the United Kingdom and abroad, and externships are encouraged. The SCTS will be expected to organise the externship with help from their clinical supervisor.

Publications

The SCTS will be expected to prepare and publish at least two scientific papers in refereed journals during the programme. The SCTS will also be encouraged to attend small animal medical congresses. He or she will be expected to present papers and posters on these topics at scientific meetings such as the Annual Congress of the British Small Animal Veterinary Association, the European College and/or the American College of Veterinary Internal Medicine Congresses.

Examinations

The SCTS will study for:

The Diploma of the European College of Veterinary Internal Medicine

After year two the SCTS should be eligible to sit the General Examination of the ECVIM.

After year three the SCTS should be eligible to sit the Certifying Examination of the ECVIM.

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TERMS AND CONDITIONS

The Scholarship is for one year in the first instance, renewable (subject to satisfactory progress at annual review) for periods of one year up to a total of three years. The Scholarship is subject to an initial monitoring period of six months, and to review on an annual basis.

The annual award for a Senior Clinical Training Scholarship is £28,738.00. This rate is reviewed on an annual basis.

Scholarship structure

The purpose of the Scholarship is to enable the Scholar to receive full-time training under the direct supervision of clinical and academic members of staff, and to gain the clinical caseload and credentials (including peer-reviewed publications) that are prescribed as prerequisite for undertaking the examinations for the postgraduate qualification for which s/he is enrolled (e.g. Diploma of the European College of Veterinary Internal Medicine).

CPD opportunities will arise during the course of the Scholarship and the Scholar will be encouraged to undertake these, subject to discussion and agreement with the clinical supervisors. An annual allowance of up to £1000 is available to contribute to the cost of CPD or specialist College-related fees (enrolment, submission of credentials and exam fees etc). An additional £500 is also available at the start of the training programme for specialist College-related fees. As such, the total allowance over the three year training programme is £3500. SCTSs can claim their RCVS professional registration fees from the CPD allowance.

The Scholar's research project will be agreed between the Scholar, the Clinical Supervisor, and the SCTS Research Advisory Panel. A small budget (£500) is available to support the research project of the Scholar.

The Scholar will be required to undertake out-of-hours duties and first opinion practice duties as necessary. Study leave will be agreed with the Clinical Supervisor (10 weeks per year which includes externships).

The Scholar will also participate in teaching of clinical veterinary students, as directed by the Clinical Supervisor.

The undertaking of external professional activities must be discussed with, and approved by, the Clinical Supervisor and the Director in charge of the SCTS programmes, and must not interfere with Scholarship duties.

Monitoring of progress during the scholarship

The Scholar will be assigned a Clinical Supervisor, who will take responsibility for overseeing the training of the Scholar.

The Scholar and the Clinical Supervisor will meet on a monthly basis during the initial monitoring period, in order to establish training targets and to discuss the Scholar's progress. Details of targets and progress will be recorded on a monitoring form that will be signed by the Scholar and the Clinical Supervisor, and submitted to the Director in charge of the SCTS programme.

At the end of each year a written report on the Scholar's progress will be made by the Clinical Supervisor to the Director in charge of SCTS programmes.

Further details of terms and conditions

1. Teaching, Demonstration and other Paid Work

A Scholar may undertake teaching and demonstrating in the University and the Colleges, subject to the Clinical Supervisor's approval, provided that the total demand on their time, including time spent in preparation, does not normally exceed six hours a week.

2. Holiday entitlement

Not more than 28 days' holiday, including public holidays, may be taken in each year of the Scholarship. On a Bank Holiday, clinical and out-of-hours duties will be undertaken on a rota basis. Holidays should be agreed in advance with the Clinical Supervisors. In the event that the Scholarship ends early, holiday will be on a pro rata basis. Holiday cannot be carried forward from one year of the Scholarship to another, except in exceptional circumstances and with advance approval from the Clinical Supervisors.

3. Sickness absence

If the Scholar is absent through illness for more than one week, the Clinical Supervisor should be informed, and medical certificates should be forwarded to the Director in charge of the SCTS Programme.

During absence covered by medical certificates in any one year of the Scholarship, payment of the Scholarship will be continued at the full rate for four weeks. In the case of absence through sickness for periods exceeding four weeks, the continuation of the Scholarship will be considered in the light of the circumstances of the individual case.

4. Interruption of Training

Scholars are expected to complete their training in a single continuous period. No requests for interruption of training will be approved for the purposes of employment, temporary lectureships, exchanges, voluntary service overseas, or expeditions/sports.

Requests for interruption of training for reasons of maternity will be considered in the light of individual circumstances.

Requests for interruption of training arising out of other personal or family reasons will receive sympathetic consideration.

There will be no entitlement to payment of the Scholarship award during periods of interruption of training.

5. Reporting

The Scholar will be required to participate in monthly meetings with the Clinical Supervisor during the initial monitoring period. If these meetings reveal any deficiency in the academic or professional progress of the Scholar, a written warning and advice on correction of the deficiencies will be given. The Scholar will be encouraged in these circumstances to seek the advice and support of a senior clinician unconnected with her/his training. Failure to remedy the deficiencies may lead to termination of the Scholarship on the advice of the Clinical Supervisor and the Director in charge of the SCTS programme.

The Scholar will be required to provide a written report at the end of year one and at the end of year two of the award, in order that satisfactory academic and professional progress may be assessed. Unsatisfactory progress may result in the Scholarship not being renewed.

6. Termination of Awards

The award of the Scholarship may be terminated summarily in the absolute discretion of the University during the initial monitoring period. Thereafter the award of the Scholarship may be terminated by the failure of the Scholar to make satisfactory academic or professional progress as identified by the reporting procedures described in 5 above.

The award of the Scholarship may be terminated by the failure of the Scholar, after a written warning, to comply with the terms and conditions of the Scholarship.

In the event of the termination of an award the Scholar will have the right of appeal to an independent panel consisting of the Dean of the Veterinary School, and another senior member of staff chosen by the Strategy & Executive Committee from the panel of senior members appointed for this purpose by the Strategy & Executive Committee.

In the event of termination of an award, a Scholar will, wherever possible, be given reasonable formal written notice of the date on which the training will be deemed to have ended.

7. Income Tax and National Insurance

The award of a Scholarship is not normally regarded as income for income tax purposes or National Insurance purposes. It should be noted that earnings from sources such as teaching and demonstrating or approved external activities may be subject to Income tax and National Insurance but fall outside of the scope of this Scholarship Agreement.

8. Intellectual Property Rights

Subject to the circumstances set out below in this clause, all intellectual property, know-how, results, documents, and other information generated by the Scholar in the course of research ("Activities") undertaken during the period of the Scholarship ("the Results"), shall be owned by the University of Cambridge, and by signing these Terms and Conditions the Scholar undertakes to do all such things necessary to vest the Results and all rights therein, in the University.

In the circumstances where the Scholar is working on Activities which are wholly or partly funded from grants held by another institution, the ownership of intellectual property, the rights to exploit that intellectual property and any commercial benefit derived from such exploitation, will depend on the contributions of the parties and any existing third party rights and will be subject to a separate agreement entered into by all the parties (the University, the Head of Department, the Clinical Supervisor, the Sponsor where relevant and the Scholar).

9. Communications to Press, Radio and Television

Communications to the press, radio or television, expressing personal views, excluding scientific communications to the scientific and veterinary press, may not be communicated from the Department's address or using the Department's name except by the prior permission of the Head of Department.

The consent of the Head of Department is required before expressing views in public on matters connected with the work of the Department of Veterinary Medicine.

10. University Policies

Scholars are required to conform with all published policies of the University relating to Health and Safety, Dignity at Work, Equal Opportunities, Use of Computer Facilities Email and the Internet, Smokefree policy, Data Protection Act Guidance for Staff, and any other similar policies issued by the University from time to time.

11. Dogs on site policy

Please note that it is the Department's policy that members of staff, clinical training scholars and students joining the Department are discouraged from bringing dogs on site.

12. Standard Operating Procedures

Scholars are required to follow the Standard Operating Procedures of the Queen's Veterinary School Hospital and its diagnostic laboratories.

13. Professional qualifications and MRCVS

The Scholar must hold a veterinary degree recognised by the Royal College of Veterinary Surgeons, and upon commencement of the Scholarship provide proof (in the form of a registration number) of Membership of the Royal College of Veterinary Surgeons.

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