

# Assistant or Associate Professor (Clinical) of Primary Care (four-year fixed term post 80% FTE)

Department of Public Health & Primary Care

Closing Date: Monday 17 March 2025

Job Reference: SN45138



# Assistant or Associate Professor (Clinical) of Primary Care

**Salary:**

Dependant on the successful applicant's current clinical salary scale

**Staff Category:**

Clinical Academic

**Grade – Clinical**

**Contract:** Fixed Term for four years, unestablished

**Location:**

East Forvie Building, University Forvie Site, Robinson Way, Cambridge Biomedical Campus, Cambridge CB2 0SR

**Department:**

Public Health & Primary Care

**Responsible to:**

Professor Stephen Morris, Head of the Primary Care Unit

**Working Pattern:**

Part Time – up to 0.8 FTE or 32 hours per week

**Purpose of the role**

The Department of Public Health and Primary Care (PHPC) wishes to appoint a clinically qualified (medical or other health profession) Assistant or Associate Professor in Primary Care.

This is an unestablished clinical academic post, which is available for a four-year fixed term period, and combines academic and clinical roles. The post provides funding for up to 0.8 FTE for the academic component of the role. The successful candidate will be expected to spend at least 0.2 FTE on clinical duties and to fund that role separately.

There is a fixed amount of funding available within this post and so the FTE available for the academic component will differ based on the salary of the successful candidate.

For the clinical part of the role the successful candidate would need to provide evidence they have a clinical post for at least 0.2 FTE, registration with the relevant professional body, and the funding to cover the clinical portion of their salary.

The academic role will be based in the Primary Care Unit (PCU; Head: Professor Stephen Morris) within PHPC, located at the East Forvie Building on the Cambridge Biomedical Campus, adjacent to Addenbrookes Hospital, Cambridge.

**Aims of the role:**

As an employee of the University of Cambridge, you will contribute to the University of Cambridge's strategic aims through activities expected of all senior academics at the University, namely:

- i) Leading research;
- ii) Contributing to the organisation and delivery of teaching and training at undergraduate, graduate and/or post-graduate levels; and,
- iii) Wider contributions in leadership, service on committees and administrative roles.



## Key Responsibilities

### Research

You will undertake original and innovative research of the highest calibre and will foster the further development of a vibrant and productive research culture within the PCU and DPHPC. Leading research of national and international importance, you will advance knowledge in applied health research in primary care.

You will be expected to:

- Provide strategic leadership in applied health research in primary care, consistent with the Department's overall mission, strategy and objectives;
- Lead research in the PCU, including line-managing grant-funded researchers and other group members and supervising PhD students;
- Secure research grants, both as a principal investigator and as co-applicant;
- Collaborate with colleagues in the PCU, Department, and the wider University;
- Publish original research of internationally excellent quality;
- Communicate effectively about your research, ensuring relevance and impact and contributing to public and policy understanding; and,
- Ensure the highest standards of academic practice, including high quality project management, supervision and development of research staff.

### Teaching and training

- Provide leadership for building research and scholarship capability in primary care to junior researchers within the University;
- Contribute to and support innovations in capacity-building, including through pursuit of funding opportunities;
- Contribute to the Department's educational mission through providing academic leadership for the organisation, development, delivery, and/or assessment of teaching and training for the various programmes in operation, and the training and development of researchers more generally;
- Design and develop innovative approaches to the learning experience of students with the intention of challenging thinking, fostering debate, and encouraging the development of intellectual reasoning and rigor;
- Recruit and mentor PhD students and provide high quality supervision of students on taught programmes as well as those registered on doctoral programmes; and,

### Academic and organisational citizenship

- Contribute to the PCU as a member of the PCU Strategy Group;
- Undertake senior-level managerial/administrative responsibilities in the Department as required, including leadership of relevant portfolios/committees, and where appropriate making a contribution to the wider School of Clinical Medicine;
- Contribute to the development of teams and individuals through excellent role modelling and demonstration of exemplary conduct and collegiality;

- Provide mentorship and advice to peers and colleagues for the development of the PCU, Department and Clinical School;
- Lead and manage research and teaching staff, supporting them in their roles and wider career development through coaching, mentoring, peer support and appraisals;
- Make contributions to the vision and leadership of the PCU and Department; and,
- Consistently demonstrate a commitment to equality, diversity and inclusion.

### **Clinical**

- This post is available to any primary care clinical professional (e.g., GP, community geriatrician, nurse, pharmacist, other allied health professional) with excellent research potential in primary care research. The successful candidate would need to provide evidence they have a clinical post for at least 0.2 FTE, registration with the relevant professional body, and the funding to cover the clinical portion of their salary.

## Departmental Academic Environment

You will benefit from an outstanding academic environment in one of Europe's leading university departments of population health sciences. We have internationally recognised strengths across quantitative and qualitative methods, cohort studies, molecular epidemiology, public health, primary care, and clinical, social and behavioural sciences, health services research and healthcare improvement research.

The department has several key strategic partnerships and funders, including a major investment by the Health Foundation in The Healthcare Improvement Studies (THIS) Institute, Health Data Research UK, the British Heart Foundation, Cancer Research UK, the Medical Research Council, the NIHR, NHS Blood and Transplant, the Wellcome Sanger Institute, the NHS, multiple charities, and industry. Within Cambridge, the Department works closely with the NIHR Cambridge Biomedical Research Centre, Cambridge Heart and Lung Research Institute, Cambridge Cancer Centre, Health Data Research UK, and MRC Units in Biostatistics and Epidemiology, as well as many other collaborators across the University.

The Department is organised into four major units, defined by shared activities and infrastructure:

- Cardiovascular Epidemiology Unit: <http://www.phpc.cam.ac.uk/ceu/>
- Centre for Cancer Genetic Epidemiology: <http://ccge.medschl.cam.ac.uk/>
- Primary Care Unit: <http://www.phpc.cam.ac.uk/pcu/>
- THIS (The Healthcare Improvement Studies) Institute: <https://www.thisinstitute.cam.ac.uk/>

You will be based in the Primary Care Unit, but will enjoy collaborations and collegial relationships across the Department. You will also be expected, where appropriate, to develop wider collaborations across the School of Clinical Medicine and University and beyond.

The Department is values-driven and committed to equality, diversity and inclusion. It engages in high quality public engagement and patient and public participation. The Department has a strong emphasis on organisational and academic citizenship, with leadership and administrative duties shared equitably and appropriately among colleagues.

## Primary Care Unit

Within the Department, the Primary Care Unit (PCU) is a recognised academic centre for community and primary care, delivering research and education at the highest international standards of excellence. The Unit was established in 1997 and through its research and teaching aims to:

- Identify and target the behaviours that lead to chronic disease.
- Improve early detection of disease.
- Improve the quality of health services.
- Deliver first class teaching to medical students, clinicians, researchers and educators.

work of charities and NGOs plus a wide range of activities to inform the public and patients and carers.



The PCU has five research themes (behaviour and health, cardiovascular disease and diabetes, cancer, health services research and end of life care) and encompasses several multidisciplinary research groups and those responsible for undergraduate teaching in general practice and palliative care. The PCU has doubled in size in the last five years, with the appointment of five new professors and the acquisition of over £42m of research funds. It is one of the most productive primary care units in the UK, with a high volume of publications in peer reviewed scientific journals and a high level of impact on clinicians, NICE guidelines, central and local government health policies and the work of charities and NGOs plus a wide range of activities to inform the public and patients and carers.

## Teaching and Training

Our Department takes great pride in its contributions to academic capacity-building. It provides excellent training and educational programmes at undergraduate and graduate levels. Many doctoral students are supported by prestigious awards from the research councils, NIHR, leading charities, and other funders.

The Department has a leading role in running a highly regarded Masters course in Population Health Sciences, in partnership with the MRC Epidemiology Unit and the MRC Biostatistics Unit. Offering students specialist streams of study, including Health Data Science, Global Health, Epidemiology, Infectious Disease, Public Health, and Primary Care Research, the course attracts candidates from across the world. Additional opportunities come from Cambridge University's leading roles in competitive national PhD programmes (e.g., HDR UK / Wellcome, Turing Institute) in health data science.

The Department contributes to pre-clinical medical education in multiple areas including epidemiology, social contexts of health and illness, research methods and statistics, professionalism, primary care, public health, and end-of-life care. We play a major role in the teaching of clinical medical students, running the teaching of Palliative Care, Public Health, Ethics and Law and Professional Practice and the General Practice course with placements in around 200 practices across the Eastern region.

The Department also hosts Specialised Foundation Programme trainees, NIHR Academic Clinical Fellows and NIHR Clinical Lecturers in general practice, palliative medicine, and public health. A proud achievement is our contribution to national and international capacity-building; many trainees from Cambridge have assumed leadership positions elsewhere.

## Resources For The Role

You will be offered:

- An environment of outstanding graduate students and post-doctoral scientists.
- Access to rich data sources to facilitate research endeavours in primary care.
- Access to administrative support and professional services (e.g., finance, HR etc.).
- Access to relevant research networks across the PCU, Department, Clinical School, University, broader Cambridge ecosystem, and beyond.
- A highly collegial environment where senior academics actively support one another.
- Salary to be negotiated at the time when the postholder has been appointed.

# Person Specification

Criteria	Essential	Desirable
<b>Education &amp; Qualifications</b>		
A higher degree (e.g., PhD, MD) or equivalent	✓	
Registration with an appropriate authority that permits license to practice in a clinical specialty relevant to primary care in the UK – this post is suitable for an experienced clinical academic specialising in any aspect of primary care, medical or non-medical	✓	
Higher education teaching accreditation at Associate Fellow or Fellow level of the Higher Education Academy, or in the process of obtaining accreditation		✓
<b>Specialist Knowledge &amp; Skills</b>		
Experience of successfully leading research projects, including, for appointment at associate professor level, attracting external research funding (see further details below)	✓	
Vision, enthusiasm and commitment to develop research capacity, including the recruitment, teaching, training and mentoring of the next generation of researchers, including primary health care professionals	✓	
A commitment to demonstrating real world impact of research, for example through policy or practice changes	✓	
<b>Interpersonal &amp; Communications Skills</b>		
Strong evidence of collegiate team-working with internal colleagues and with external partners	✓	
Experience of managing research staff or teams, including staff development and the successful supervision and management of staff and students	✓	
Excellent interpersonal and communication skills and the ability to manage and interact effectively with staff and students at all levels	✓	
Commitment to creating and promoting an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity	✓	
A commitment to organisational “good citizenship”, including contribution to senior management of the PCU and the Department, and to exemplary conduct	✓	
<b>Relevant Experience</b>		
Experience of successfully applying for research grants	✓	
A strong record of research outputs of national or international stature	✓	
Experience of serving on research grant funding committees at the national and/or international level		✓
<b>Additional Requirements</b>		
High-quality contribution to the scholarship of teaching and learning and/or pedagogic innovation in primary and community care		✓

***In addition to the above criteria, applications at the level of Associate Professor will be expected to show evidence of the following essential criteria:***

- Significant experience and proven ability to lead a research group; and,
- Significant experience and proven ability in developing research proposals, bidding for and securing external research funding, as well as excellent award management skills.

# Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	A
Communication	B
Innovation and Change	B
Negotiating and Influencing	B
People Development	B
Relationship Building	A
Strategic Focus	B



# Department of Public Health & Primary Care

Thank you for your interest in this role in the Department of Public Health and Primary Care at Cambridge University.

As one of Europe's leading university departments of population health sciences, the Department is distinctive for its multidisciplinary character and research strengths across quantitative and qualitative methods. This diverse expertise is crosslinked in "team science" efforts that tackle grand challenges.

Our Department was a key part of Cambridge University's submission in population health sciences to the Research Excellence Framework 2021, ranked among the top two centres in the UK.

Underpinned by major programme grants and awards, the Department of Public Health and Primary Care enjoys exceptional opportunities arising from its strategic partnerships. These include partnerships with the British Heart Foundation, Cancer Research UK, the Health Foundation, Health Data Research UK, the NIHR Biomedical Research Centre, NHS Blood and Transplant, the Wellcome Sanger Institute, industry, and policy-makers at local, national and international levels.

The Department is home to enviable population and clinical research resources in high, middle, and low-income countries, including global consortia, deeply-characterised cohorts, and randomised trials.

A source of particular pride is the excellent training and educational programmes we offer at all levels, from undergraduate and Master's courses and multi-disciplinary PhD programmes to Academic Clinical Fellows and mentorship of emerging senior scientists.

You will benefit from an outstanding academic/research environment, which includes among its many capabilities: the NIHR Cambridge Biomedical Research Centre, Cambridge Heart and Lung Research Institute, Health Data Research UK, and MRC Units in Biostatistics and Epidemiology.

I hope that you will consider joining our Department



John Danesh, DPhil, FRCP, FMedSci  
BHF Professor of Epidemiology and Medicine  
Head of Department of Public Health & Primary Care



# School of Clinical Medicine

Doing great work in a great place to work

## About the School

The School of Clinical Medicine currently employs nearly 3,000 people, spanning all varieties of staff type from Academic Professors to administrative support.

In 1976 in response to the recommendation of the Royal Commission on Medical Education in the late 1960's, a complete medical course was re-established in Cambridge with the opening of the School of Clinical Medicine at the new Addenbrooke's Hospital site.

On 21st November 1980, HRH The Duke of Edinburgh, the Chancellor of the University of Cambridge, officially opened the Clinical School Building which presently accommodates the medical library, lecture theatres and seminar rooms.

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine.



**Professor Patrick Maxwell, Regius Professor of Physic and Head of the School of Clinical Medicine**

The School aims to provide leadership in education, discovery and healthcare. It will achieve this through; inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

## The School will:

Through inspirational teaching and training, educate individuals who:

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills demonstrate a caring, compassionate and professional approach to patients and the public and
- are equipped to become future international leaders of their profession.

Through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- understand fundamental biology and thereby the mechanisms underlying disease integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.

# Terms of Appointment

## Tenure and probation

Your employment relies on the availability of finite funds for a specific purpose that are not part of the university's general revenues. The funding supporting the post ends 4 years from commencement in post.

Appointments will be subject to satisfactory completion of a 6-month probationary period.

This is an integrated appointment between the University and the relevant NHS Trust/Body ("NHS Trust"). You should be aware that if your contract with the NHS Trust is terminated your employment with the University will be terminated, and vice versa.

The post is open to medical, nursing and other clinical academics specialising in any aspect of primary care. You will be required to provide evidence you have a clinical post for at least 0.2 FTE, registration with the relevant professional body, and the funding to cover the clinical portion of your salary.

## Hours of Work and Working Pattern

The post provides funding for up to 0.8 FTE for the academic component of the role. The hours of work for the position are therefore up to 0.8 FTE per week, working days to be agreed.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit:

[www.pensions.admin.cam.ac.uk](http://www.pensions.admin.cam.ac.uk) .

## Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

The annual leave year runs from 1 October – 30th September

## General information

### Pre-employment checks

#### Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us.

If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

### Health declaration

Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

### Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

### References

Offers of appointment will be subject to the receipt of satisfactory references.

### Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at

<http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as

required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact the Business & Operations Manager [phpc.hr@medschl.cam.ac.uk](mailto:phpc.hr@medschl.cam.ac.uk) who is responsible for recruitment to this position. Alternatively, you may contact the Clinical School Recruitment Team who are responsible for recruitment to this position via: [cshrstaffhub@admin.cam.ac.uk](mailto:cshrstaffhub@admin.cam.ac.uk)

### Environmental Statement

It is the responsibility of all employees to minimise the University's environmental impact wherever possible. This includes recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases. For more information on University of Cambridge procurement, sustainability, biodiversity and environmental areas of action please visit <https://www.environment.admin.cam.ac.uk/>

# The University

**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.**

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.





# About Us

**The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.**

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society.”

**Prof Deborah Prentice,  
Vice Chancellor 2023**



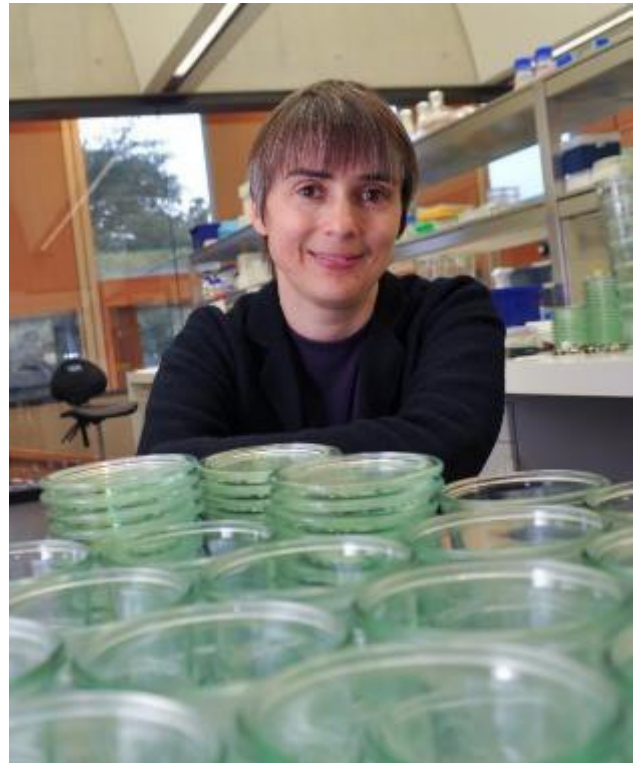
# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.



# Living in Cambridge

**Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.**

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances At the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the [Visit Cambridge](#) website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

## Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

## Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.



## CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.





# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The [Newcomers and Visiting Scholars Group](#) is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. Apprenticeship programmes are also available to support employees to develop their skills, experience and qualifications.



# Clinical School Benefits

## Cambridge Biomedical Campus

Being based on Cambridge Biomedical Campus gives the University of Cambridge School of Clinical Medicine employees an unrivalled range of on-site amenities.

### These include:

#### Core amenities

- Marks & Spencer Simply Food
- Clothes & Gift shops
- The Body Shop
- Newsagent
- Barclays Bank
- Hairdressers
- Costa Coffee/Starbucks
- Various food outlets

#### Sports and Leisure

The Frank Lee Sports and Leisure Centre on the Campus is open to everyone who works on the Campus including employees of companies. The Centre offers a comprehensive range of activities for both adults and children (during the school holidays). Facilities include a 25m heated indoor pool, tennis and squash courts, cardio gym and fitness rooms. There is also a licensed bar, restaurant and function rooms.

#### Childcare

Bright Horizons Long Road nursery is located on the Campus making it an ideal location for parents who work at the site. The nursery is purpose built and houses five home bases, each designed specifically for babies, toddlers and pre-school children, as well as a spacious and secure external area in which children can play and explore the outdoors.

#### Apprenticeship opportunities

These are available for new and current members of staff to earn while they learn. The University is committed to nurturing talent and developing expertise through providing relevant vocational and professional apprenticeships across all of its departments and institutions.



## Clinical School Wellbeing Programme

Following the launch of the Clinical School Wellbeing Programme in April 2014 it has continued to develop and grow each year. The School holds regular wellbeing talks and events in addition to hosting two dedicated Wellbeing Weeks packed with activities for staff each year. Activities include staff massages, smoothie bikes, step challenges, arts and crafts sessions and many more.

The School also has a team of Mental Health First Aiders recruited and trained from our own pool of staff. The School is always looking for new ways to engage staff and encourage them to look after their physical and mental wellbeing.



## Equality, Diversity and Inclusion

The School of Clinical Medicine has a dedicated governance group overseeing equality, diversity and inclusion related activities. Regular talks are held throughout the year and all staff members are expected to undertake Equality and Diversity training.

The School has a number of networks for different staff groups encouraging communication and sharing of practices. There is also a growing network of 100+ Equality Champions who meet termly and help raise awareness of equality, diversity and inclusion within their departments. The School currently holds a silver Athena SWAN award utilising the process to critically analyse all areas of equality and diversity within the school.



# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Applications should comprise a full academic CV including a publications list, and a letter of application together with a statement of current and future research plans. Please indicate in your letter of application whether you wish to be considered for the Assistant-level or Associate-level post, how you match the criteria for the post, and why you are applying for this role.

Please include details of three referees, including e-mail address and phone number, one of which must be your most recent line manager.

If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Potential applicants are strongly encouraged to contact Professor Stephen Morris, Head of the PCU ([sm2428@medschl.cam.ac.uk](mailto:sm2428@medschl.cam.ac.uk)) for an informal discussion about the post prior to submitting an application.

The closing date for applications is **Monday 17 March 2025**

The interview date for the role are in the weeks commencing **07 or 14 April 2025**



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