

# Training and Inclusive Support Manager

The office of the School of Biological Sciences

Closing Date: 20<sup>th</sup> April 2025

Job Reference: PA45459





# Training and Inclusive Support Manager

**Salary:**

£41,671—£55,755 p.a.

**Contract:**

Until September 2028

**Location:**

Cambridge

**Department:**

School Office, SBS

**Responsible to:**

Head of Postgraduate Administration

**Working Pattern:**

Full Time  
(Monday-Friday)

**Background**

The [Cambridge Biosciences BBSRC Doctoral Training](#)

[Partnership](#) (DTP) supports postgraduate student training in the biological sciences across the institutions of the School of Biological Sciences, the School of Clinical Medicine, the School of Physical Sciences, the School of Technology and three University Partner Institutes). The Training and Inclusive Support Manager (TISM) will ensure that every doctoral student in the DTP has access to the specific training, personal development, and support resources they need to thrive throughout their time at Cambridge.

The purpose of the role is to provide expertise and guidance about the appropriate use of learning technologies and graphics to staff within the School of Biological Sciences involved in the delivery of online, blended and hybrid teaching as part of the University's strategy for delivery of a high-quality educational experience. The role is strongly operational and hands-on, but combined also with a training/facilitation function, to enable university teachers to become adept and self-reliant users of the available technologies and systems.

Reporting to the Head of Postgraduate Administration in the School of Biological Sciences, and working closely with the BBSRC DTP Director, the TISM works as part of the BBSRC DTP team within the School's Postgraduate Office. They will work with the DTP Director, the Chair of the Training Committee, the DTP Coordinator, support staff, and other members of the DTP's Committees to lead, plan and resource the delivery of training and student support across the full DTP cohort.

In addition, the TISM will support the skills training aspects of the School's widening participation summer internship programmes for undergraduates, Experience Postgrad: Life Sciences and also the Amgen Scholars Programme. The DTP is working hard to ensure fair access for students from diverse backgrounds and prior academic pathways, and the role-holder will have a key part to play in promoting an inclusive and supportive culture in which all PhD students can flourish, consistent with the DTP's goals in widening participation.

The post-holder will work in liaison with i) relevant training providers, both internally and externally, to support the DTP's training goals; ii) relevant access and participations bodies (e.g. the University's Postgraduate Widening Participation Team and Student Support Department), to ensure best practice in the provision of inclusive support. As a key member of the DTP Management team, they will attend BBSRC organised cross-DTP events to share best practice.



# Person Specification

Criteria	Essential	Desirable
<b>Education &amp; Qualifications</b>		
Educated to degree level, with a PhD or research master's degree with experience of working with doctoral students.	✓	
Relevant teaching accreditation (e.g. PGCert, PGCE, FHEA etc.)		✓
<b>Specialist Knowledge and Skills</b>		
Training and facilitation skills, including understanding of approaches to needs analysis and evaluation.	✓	
Familiarity with teaching and transferable skills needs of postgraduate students.	✓	
Ability to analyse data from a range of complex sources and to propose and execute effective short-term and longer-term planning.	✓	
<b>Interpersonal &amp; Communication Skills</b>		
Ability to communicate effectively with a wide range of people at all levels, in writing and in person. This includes ability to write reports to a high standard, for academic and non-academic audiences, ability to communicate effectively through email, as well as excellent presentation skills.	✓	
Strong IT and digital skills required in for example: Microsoft Office	✓	
<b>Relevant Experience</b>		
Experience of designing and facilitating training and/or teaching	✓	
Experience of designing and facilitating e-learning and blended learning		✓
Experience of teaching/training in higher education setting		✓
Experience of working across a business, school or HE institution to promote eLearning programs, applications and tools		✓
<b>Additional Requirements</b>		
Ability to respond positively to change and to work effectively within a collegial environment developing and maintaining strong networks and keeping abreast of initiatives within the wider University and within national and international contexts.	✓	



# Key responsibilities

## Development of student-centered training

1. Lead on the development and implementation of the BBSRC DTP Training Programme and cohort building activities. This will require identification of appropriate activities and training needs, prioritisation of training needs and development of effective approaches to meet those needs, which are in line with BBSRC's expectations and the DTP's commitments as outlined in the Grant Funding Bid.
2. Co-ordinate, monitor and evaluate the suite of workshops and courses offered under the training programme, regularly reviewing and reporting on student feedback.
3. Manage and oversee a network of other Training Providers (including academic staff as well as the RDO, the Careers Service, the Office for Scholarly Publication, Public Engagement at Cambridge, and external professional trainers). Liaise with the network to ensure that training is implemented according to plans and revised to take into consideration participant and EDI needs.
4. Co-create a tailored Training Needs Analysis and monitoring plan for each incoming student and discuss their PIPS (3 months Professional Internships for PhD Students) project ideas, track effectiveness and update/adjust as appropriate over the entire PhD lifecycle, and in line with sector, discipline and other best practice.
5. Track iCASE students on industrial placements, ensuring regular monitoring of their progress and for placements requiring multiple visits, checking in after each visit.

## Communication and Networks

6. Represent the BBSRC DTP on any relevant internal and external committees, including BBSRC Training Partnership forums. Contribute to policy making through committee work.
7. Contribute to the wider activities and initiatives of the BBSRC DTP and other SBS Postgraduate initiatives (such as internships and training associated with other grant-funded programmes) as required.
8. Develop a communication plan which stimulates student engagement and encourages good attendance, reaching Departments and supervisors to ensure they are well-informed about key aspects of the training programme (cohort-building, induction, attendance, addressing student issues) and are actively engaging in the DTP programme.
9. Liaise with trainers, book training rooms and/or set up web-based sessions. Ensure that training sessions are video recorded, if needed, and made available to students after the session.
10. Communicate with students, training providers, and a wide range of stakeholders. Prepare promotional materials, organise and promote events and training sessions, disseminate information using appropriate media, and ensure training information, available on the website, is up to date.
11. Develop and foster good communication with colleagues in the SBS Postgraduate Office, working closely with the DTP Coordinator and DTP Administrator to coordinate activities where appropriate.

## Events Management

12. Develop and implement suitable cohort-building activities and events, including inductions, key cross-disciplinary skills workshops, and the annual Student DTP Symposium.
13. Support and guide students leading the annual DTP Symposium, monitoring timelines and facilitating access to resources where required.
14. Provision of appropriate pre and post PIPS event support activities.

## Reporting and committees

15. Put in place a mechanism for regular feedback from student reps, which feeds into an annual meeting of the BBSRC DTP Training Committee, to include preparing papers and contributing as a key member of that committee.
16. Report on the Training Programme to the BBSRC DTP Management Committee and make recommendations concerning gaps in provision and/or needed improvements in training and support.
17. Contribute to external reporting on relevant aspects of training, support structures and impact as requested by key funders.
18. Maintain records to facilitate planning, monitoring and evaluation for strategic purposes. This will include impact analysis and monitoring of expenditure against allocated budgets and reporting on impact and expenditure to relevant Committees.

## Equality Diversity and Inclusion

19. Ensure that the cohort-building activities and Training Programme have an inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. Liaise with other sections of the University to develop EDI and support all students and interns undertaking training and cohort building activities.
20. Monitor student perceptions and experience of DTP culture to drive specific actions for culture improvement.



# Terms of Appointment

## Tenure and probation

Appointments will be made on a fixed term contract. Appointments will be subject to satisfactory completion of a nine-month probationary period.

## Hours of Work and Working Pattern

The hours of work for the position are full-time, working Monday – Friday.

## Salary

The starting pay point for all new employees is the first point of the appropriate grade.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid 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 33 days exclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

## 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.

## Screening Checks:

This role might require a basic disclosure/standard Disclosure and Barring Service (DBS) Check / and enhanced Disclosure and Barring Service (DBS) check/a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome is satisfactory will be determined by the

University. The nature of this role means that the successful candidate will also need to undergo a health assessment.

## Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

**(Please see relevant guidance before inclusion:**

<https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)

## 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/>



# The School of Biological Sciences

The University of Cambridge is one of the world's leading Universities, with an outstanding reputation for academic achievement. The School of the Biological Sciences (SBS) is one of the six Schools in the University.

The School comprises nine Departments and the Centre for Family Research, plus five major research Institutes.

Further detail about research and teaching in the Departments and Institutes is here: <https://www.bio.cam.ac.uk/departments>

The School has a population of around 2000 staff and around 1000 postgraduate students.

Research in the School is broad-ranging, encompassing animal, plant and microbial systems at scales ranging from atomic structures, through molecular, cellular and physiological processes to evolutionary, ecological and behavioural processes operating at the levels of populations and communities. In addition to fostering a dynamic environment to support creative, investigator-led, basic research, Biological Sciences at Cambridge also impacts on the pharmaceutical and biotechnological industries, on human and animal health and the clinic, as well as in conservation, agriculture and the environment.

Academics in the School teach across four Triposes (undergraduate academic programmes) - the Natural Sciences Tripos; Medical and Veterinary Sciences Triposes; and Psychological and Behavioural Sciences Tripos.

The School collaborates particularly closely with the School of Clinical Medicine. At the graduate level the Graduate School of Life Sciences looks strategically at graduate provision and education across the two Schools.

The School is a key player in the Cambridge Conservation Initiative as well as the majority of Cambridge Strategic Initiatives. The School is associated with the Museum of Zoology and the Botanic Garden.

The School values diversity and was an early adopter of the Athena SWAN charter, designed to advance the careers of women in the sciences. The School holds an Athena SWAN award at Bronze level.

## The School Office

The School Office, in which this role sits, comprises around 45 staff, who provide management and administrative support to the academic leadership of the School. Staff in the School Office provide strategic direction and administrative support for the research and teaching activities that take place in the Departments. The School Office also interfaces with the university's central administration (in particular HR, Finance, the Research Office and the Academic Division).





# The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.





The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming – politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” – has never been more relevant.





# 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 undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

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.”

*Professor Deborah Prentice,*

*Vice Chancellor 2023*





# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

The University offers 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.

## Equality, Diversity and Inclusion

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 groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their 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 continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.



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



# 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.

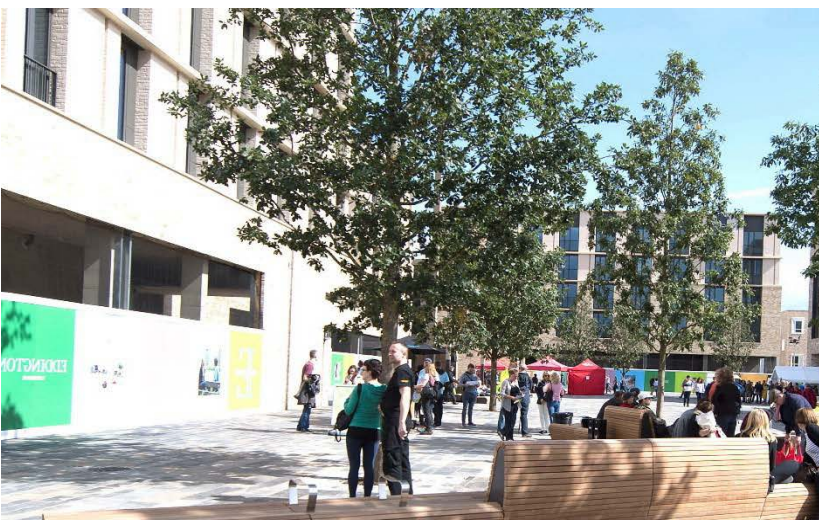
## Relocation Support

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/RelocationService/>. 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.



## CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.





# 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 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are 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 (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

## 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. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.





# 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.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

If you have any queries regarding the application process, please contact:  
[HR@bio.cam.ac.uk](mailto:HR@bio.cam.ac.uk)

The closing date for applications is 20 April 2025.

