

NIHR Clinical Lecturer in Neurosurgery

Department of Clinical Neurosciences

CLOSING DATE: Thursday 01 May 2025

Job Reference: RA45527



NIHR Clinical Lecturer in Neurosurgery

Salary:

£44,159pa - £76,280pa

Contract:

Fixed Term - 4 years or to CCT

Location:

Cambridge

Department:

Clinical Neurosciences

Responsible to:

(1) Professor of Neurosurgery,
Professor Peter Hutchinson

(2) Interim Head of the
Department of Clinical
Neurosciences, Professor
Alasdair Coles

Working Pattern:

Full Time

This is an integrated appointment between the University and the relevant NHS Trust/Body ("NHS Trust"). You will therefore also be issued with an Honorary Clinical Contract by the 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

Purpose of the role

The Appointments Committee for Clinical Lecturers in the School of Clinical Medicine invite applications for a post in Neurosurgery in the Department of Clinical Neurosciences to take up the appointment as soon as convenient, and no later than 31 August 2026. Applicants should have had suitable experience and training in Neurosurgery. They should be of the standing required for an Honorary Contract of Service with the NHS East of England as a Specialist Registrar.

The successful candidate will be recommended for an honorary clinical contract with the Cambridge University Hospitals Trust.

This is a fixed term appointment for a maximum of 4 years or until the post-holder obtains CCT (subject to any extension that may be applied for, for a maximum of 24 months).

The Clinical Lecturer will be required to undertake research, clinical work and training and also teaching duties as assigned by the Head of Department. The field of research will be determined by the successful applicant in discussion with the Head of Department, (Professor Alasdair Coles).

Eligibility

Applicants must demonstrate outstanding potential for continuing a career in academic medicine. The post is open to doctors who have completed a PhD/MD Fellowship (or equivalent) or an MB PhD programme, have gained the Membership of the Royal College of Surgeons (or equivalent). Applicants should as a minimum have completed core competencies and be in a position to undertake higher surgical training. The post is aimed at applicants who have already completed at least 3 years of specialist training (preferably 5 years), have experience in academic neurosurgery and show a clear trajectory toward academic sub-specialisation. It provides opportunities for post-higher degree research and facilitates applications for further research funding and postdoctoral academic training for doctors working towards completion of specialty training. Clinical Lecturers (CLs) spend 50% of their time undertaking specialist clinical training and 50% undertaking research. It is expected that CLs will complete their specialty training during the period of the Lectureship.

The speciality training programme to be followed will be determined by the successful applicant in discussion with relevant members of the operational board of the Deanery Postgraduate School of Neurosurgery.



The Department of Clinical Neurosciences

The Clinical Lecturer will be a member of the Department of Clinical Neurosciences, which currently comprises the Division of Neurology; the Division of Neurosurgery; the John van Geest Brain Repair Centre (<http://www.brc.cam.ac.uk/>); and the Wolfson Brain Imaging Centre (www.wbic.cam.ac.uk/). Heads of Division within the Clinical Neurosciences are: Professor Alasdair Coles (Neurology); Professor Peter Hutchinson (Neurosurgery) and Professor James Fawcett (Brain Repair Centre). Within each are several autonomous research groupings led by independently funded principal investigators: Professor Stephen Sawcer and Professor Stefano Pluchino (multiple sclerosis); Professor Hugh Markus (stroke); Professor Roger Barker, Professor Patrick Chinnery, Professor Peter St George Hyslop, Professor Maria Grazia Spillantini, and Professor James Rowe (neurodegenerative disease); Professor Stephen Price, Mr Richard Mair and Mr Alexis Joannides (neuro-oncology); Professor Peter Hutchinson and Mr Adel Helmy (head injury); Mr Mark Kotter (spinal surgery) Professor Marek Czosnyka and Dr Peter Smielewski (brain physics); and Professor Franklin Aigbirhio and Dr Adrian Carpenter (brain imaging).

Members of the University appointed to the Department of Clinical Neurosciences, include individuals working in neurology, neurosurgery and ophthalmology or in basic neuroscience. These are: Professor Franklin Aigbirhio, Professor Roger Barker, Dr Adrian Carpenter, Dr Keri Carpenter, Professor Alasdair Coles, Professor Marek Czosnyka, Professor James Fawcett, Professor Peter St George Hyslop, Associate Professor Adel Helmy, Professor Peter Hutchinson, Professor Hugh Markus, Professor Keith Martin, Professor Stephen Price, Professor James Rowe, Professor Stephen Sawcer, Professor Stefano Pluchino, , Dr Rhys Roberts and Professor Maria-Grazia Spillantini. In addition Professor Martin Coleman has been appointed as the van Geest Professor of Neuroscience and Professor Robin Franklin is chairman of the Division of Stem Cell Neurobiology.

The Department works in close partnership with the Herchel Smith Building for Brain and Mind Sciences accommodating researchers from the Departments of Clinical Neurosciences, Psychiatry, Psychology and the MRC Cognition and Brain Sciences Unit; the Anne McLaren Laboratory for Regenerative Medicine; the Molecular Imaging Facility (West Forvie Building) and the CRUK Cambridge Cancer Institute. The establishment of a National Institute for Health Research Biomedical Research Centre in Cambridge with significant allocation of resources for the neurosciences emphasises our local commitment to research in neurology and neurosurgery. This includes themes in 'brain injury and repair' and 'dementia and neurodegenerative disease'; and a Biomedical Research Unit in dementia. Similarly, the CRUK Cambridge Cancer Centre includes a 'neuro-oncology' theme.

Current grant Support for the Clinical Neurosciences and Psychiatry submission to RAE 2008 was more than £40 Million. The main sources of funding are MRC, AMRC and NIHR supplemented by European Community and pharmaceutical industry support. The Clinical Neurosciences was rated 5* in RAE 2001 and performed equally well in RAE 2008. At present, we have one Wellcome Principal Fellowship; one NIHR Research Professorship; two Wellcome Senior Fellowships; 3 Wellcome Intermediate Fellowships, and 3 nationally awarded Training Fellowships (MRC and ARMC).

Clinical Speciality / Division

The Neurosurgery Department's work covers the whole range of Neurosurgical practice. The catchment population is 2.4 million and expanding as a consequence of recent boundary changes and joint appointments of Consultant Neurologists to Addenbrooke's and district general hospitals previously outside our traditional catchment area. There are 100 adult neuroscience beds on four wards including 21 dedicated ITU / HDU beds.

The Consultants within the department have sub-specialised and special interests cover the following areas:

- Tumours of the cerebello-pontine angle and skull base
- Pituitary tumours
- Cerebrovascular diseases, including aneurysm surgery
- Disorders of CSF circulation

- Complex and simple spinal surgery
- Paediatric neurosurgery
- Head Injury
- Neuro-oncology

The workload of the department is increasing steadily. There are four operating theatres and >40 sessions covered by Consultant Anaesthetists. The theatres are fully equipped for modern Neurosurgical practice (operating microscopes, CUSA, high speed drills, stereotaxic frame, frameless stereotaxy etc.).

The hospital is equipped with a full range of imaging equipment including MRI, CT, DSA, and Isotope scanning. Interventional radiology is well established for the treatment of aneurysms and AVMs.

Research

Our strategy is to characterise the pathogenesis of common brain and spinal cord diseases that result in physical, affective and cognitive impairments and apply that knowledge to derive and validate mechanism-based strategies for limiting and repairing the damage.

Research space within the Department of Clinical Neurosciences is currently organised as follows:

- Brain repair: John van Geest Centre for Brain Repair (Forvie Site)
- NIHR Health Technology Cooperative for Brain Injury and Neurorehabilitation: A Block, level 3; and Ward J2
- Neurosurgery: A Block, level 6 adjacent to the neurosurgical theatres and level 4
- Stroke: R3
- Dementia: Herchel Smith Building (Forvie Site)
- Brain imaging: Wolfson Brain Imaging Centre, F and G Block, West Forvie Building
- Neuroimmunology, neurodegeneration and neurogenetics: Clifford Allbutt building, level 4
- Neurobiology and stem cell medicine: Clifford Allbutt building, level 6
- Clinical Neurosciences' administration: A Block, level 3 and 5; John van Geest Centre for Brain Repair; Wolfson Brain Imaging Centre

The longer term plan is to relocate most laboratory-based research activities to the University Forvie Site once existing users are relocated, as part of the 'Brain Village' to accommodate work both of the Department of Clinical Neurosciences and Department of Psychiatry.

The emphasis of work in the Department of Clinical Neurosciences is to complement excellent clinical services in rehabilitation, neurology, neurosurgery, neuro-radiology, neuro-pathology, neuro-physiology and related disciplines with research on diseases affecting the nervous system that is informed by clinical analyses and sensitive to the needs of patients.

The Department supports research staff through regular group meetings, intramural seminar presentations and institutional scientific policy discussions. The emphasis is on translational neuroscience with the aim of understanding mechanisms of injury and repair in common diseases of the central nervous system. Our research focuses on head and spinal cord injury, neuro-oncology, demyelinating disease, neurodegeneration, behavioural neurology, stroke, and brain plasticity and repair. The work of the Clinical Lecturer will be integrated with other components of research strategy in the Department of Clinical Neurosciences.

Work in the John van Geest Centre for Brain Repair focuses on restoration of structure and function in the striatum using neural stem cells, and on nerve regeneration and brain plasticity. Novel paradigms to study the effect of neurorehabilitative training or plasticity promoting agents on both behaviour and fMRI signatures are being developed, offering new approaches through which to manipulate plasticity.

Physical and cognitive features of striatal degeneration form the basis for assessing the outcome of cell-based therapies. The overall objective is to improve outcome using an array of neuroscientifically motivated and clinically validated interventions timed from the hyperacute to the chronic stages. We study patterns of speech and motor recovery from stroke.

Work in cerebrovascular disease also includes research aimed at evaluating new therapies for acute cerebral ischaemia using early phase imaging and multimodality physiological monitoring protocols. The emphasis is on determining the pathophysiology of early deterioration focusing on the mildly hypoperfused tissue as the target for secondary physiologic instability. The role of continuing subclinical embolic events is assessed using transcranial doppler (TCD) and diffusion-weighted MR. Early as well as long-term plasticity in the motor, visual and language domains are studied using serial fMRI and relevant behavioural measures of deficit. Brain imaging is used to suggest strategies for manipulating pathophysiological processes determining clinical recovery through serial study after ischaemic stroke, from ictus to outcome. This research also involves genetic analysis of risk variants for stroke and further involvement in clinical trials.

Research in behavioural neurology addresses neuropsychology and imaging assessments of cognitive deficits in patients with Alzheimer's disease, fronto-temporal dementia, progressive supranuclear palsy and Huntington's disease. Neuropathology is used to correlate cognitive and morphological changes. We first identified α -synuclein as the basis for the Lewy body; several disorders have now also been shown to involve abnormal intracellular aggregation of α -synuclein and protein accumulation. With the related description of dementia phenotypes resulting from mutations of tau, a new taxonomy has been proposed for the classification of neurodegeneration based on molecular mechanisms.

In demyelinating disease, we have screened the human genome for susceptibility genes in multiple sclerosis, based on cohorts from the United Kingdom and elsewhere. We study the role of inflammation in the development and disruption of axon-glial interactions.

Treatment of patients with humanised monoclonal antibodies has exposed three mechanisms involved in the pathogenesis of multiple sclerosis and led to novel concepts for the nature and timing of drug treatment. Alemtuzumab has recently successfully completed phase III clinical trials and received a product licence for active relapsing-remitting multiple sclerosis in the European Community and elsewhere. We are characterising the human oligodendrocyte lineage as the basis for clinical studies of remyelination and the role of nano-technology in delivering therapeutic agents.

In Parkinson's disease, subtypes of disease are defined with the aim of targeting new interventions to the most responsive subgroups. This categorisation of complex disorders involves identifying and following large cohorts of representative patients identified at onset and studied prospectively. Early cognitive failure is associated with a characteristic genetic profile that implicates the intracellular proteins tau and α -synuclein. The interplay of clinical and genetic phenotype is used to derive novel hypotheses for the role of dopamine in decision making and motor behaviour. In Huntington's disease, a natural history study of motor and cognitive decline has been carried out as the basis for an open label study of foetal striatal transplantation: that and other interventions will continue to be developed by application of our basic science programmes in stem cell and molecular biology.

Research in neurosurgery focuses on four main areas:

- In acute brain injury (trauma, vascular), based on a long tradition of work using multi-modality measurement in the intensive care setting, we have characterised the interplay of lactate, glycolysis and the pentose phosphate pathway in mechanisms of the response to acute brain injury; and the profile of post-traumatic neuronal loss using multi-modality measurements of brain function, and ligand-based PET with structural brain imaging and connectivity analysis. The large experience of clinical care has been assembled into an interactive database for use in developing protocols for selection and outcome in clinical trials. Studies in progress include primary decompressive craniectomy, acute hyperoxia, human recombinant IL-1 receptor antagonist and vigabatrin in acute head injury.
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- The establishment of a brain physics group focussed on intracranial dynamics and the UK shunt evaluation laboratory and shunt registry for hydrocephalus and other disorders of the cerebrospinal fluid circulation has led to innovations in management of one of the few reversible causes of dementia; and has supported studies on the role of venous stenosis in the pathogenesis of disorders of the intracranial circulation.
- An increasingly active programme of research on neuro-oncology investigates the interaction of tumours with the normal brain using imaging and outcome assessments. Other work includes understanding the biology, metabolism and heterogeneity of both gliomas and meningiomas.
- The spinal research group focuses largely on degenerative cervical myelopathy. Work focuses on regenerative medicine approaches to spinal cord repair as well as clinical trial outcome measures and defining the direction of future clinical research.

Neurosurgery also houses the NIHR Brain Injury Medtech Co-operative and the NIHR Global Health Research Group on Neurotrauma.

Training and Supervision

Clinical training is supervised by the Higher Training Committee overseen by the East of England Deanery. They will carry out an Annual Review of each trainee's progress. The specific learning objectives set for each placement will be appraised at this review. The trainees will be expected to maintain a logbook of experience gained to support their learning objectives. In addition, the clinical lecturer will keep an account of teaching feed-back from students and progress in research activity which will form part of their overall annual review.

Person Specification

Criteria	Essential	Desirable
Education		
Educated to degree level, normally with a PhD in the relevant specialist subject area	✓	
Completion of a PhD or MD in a relevant topic or discipline by the time of commencement of the post	✓	
GMC Registration, Licence to Practice and Medical Defence Cover	✓	
Academic		
A developing bibliography of research publications	✓	
Demonstrate a firm commitment to teaching at both the undergraduate and postgraduate levels	✓	
A track record of securing research funding		✓
Willing to take a leading role in the supervision of Research Students	✓	
An interdisciplinary and collaborative research approach		✓
Leadership experience and achievements		
Willingness to undertake management and administrative duties	✓	
Proven ability to lead and inspire a team and work with vision and foresight		✓

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	B
Communication	B
Innovation and Change	B
Negotiating and Influencing	B
People Development	B
Relationship Building	B
Strategic Focus	C

Department of Clinical Neurosciences

The Department of Clinical Neurosciences is located at the Cambridge Biomedical Campus and currently hosts over 300 academic and associated staff. The aim of the Department is to understand the nervous system in health and disease in order to develop new treatments for incurable neurological disorders. Embedded within Cambridge University Hospitals, our research questions stem from problems we have encountered in the clinic, and directly address the needs of patients and families.

Research Themes

Our research is arranged in a number of related themes and integrated with major University, national and international research centres. This research is directly supported by a number of cross-cutting capabilities and clinical disciplines, including the most advanced brain imaging centre in Europe. Our principal research themes are;

- Dementia and Neurodegeneration,
- Hearing and Vision,
- Neuroinflammation,
- Rare Neurological Disorders,
- Stroke,
- Traumatic Brain Injury and Disorders of Consciousness,
- Stem Cell Neurobiology.



Our cross-cutting capabilities span large areas of experimental and clinical neuroscience, conducting independent research and research in support of the Department's major themes.

This vibrant and multidisciplinary research environment comprises; the John van Geest Centre for Brain Repair, Wolfson Brain Imaging Centre and Neuroimaging.

Additionally, the Department hosts major research centres in the form of the Cambridge Centre for Frontotemporal Dementia, the Cambridge Centre for Parkinson's Plus and the Cambridge hub of the UK Dementia Research Institute.



Neurology and Neurosurgery

We are home to two leading neurology and neurosurgical units in Europe. In neurology, we have particular interests in Parkinson's disease, frontotemporal dementia, Alzheimer's disease, stroke, Multiple Sclerosis (MS) and genetic neurological disorders including mitochondrial diseases. The Unit combines experimental, informatics. Our many techniques include genomics; molecular, stem cell, and computational biologies; disease modelling, advanced imaging and artificial intelligence.

Our academic neurosurgery unit has major interests in acute head injury and disorders of consciousness (together with anaesthetics), glioma biology and treatment, developing new methods of bedside patient monitoring, the dynamics of the blood-brain barrier, brain haemorrhage and novel methods of imaging the damaged brain.



Professor Alasdair Coles, Head of Department

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

This is a fixed term appointment for a maximum of 4 years or until you obtain CCT (subject to any extension that you apply for and be granted by NIHR, which can be for a maximum of 24 months). This appointment is subject to the satisfactory completion of a 12-month probationary period.

This is an integrated appointment between the University and the relevant NHS Trust/Body ("NHS Trust"). You will therefore also be issued with an Honorary Clinical Contract by the 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.

You will require GMC registration, License to Practice and Medical Defence Cover for the duration of your appointment.

Working Pattern

The appointment is full-time.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University: www.pensions.admin.cam.ac.uk/

Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

College membership

Membership of a College adds an important social and many of the University's academic community

find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Most colleges expect their fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary.

Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

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 will be conditional upon you gaining it.

Screening Checks

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

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

References - offers of appointment will be subject to the receipt of satisfactory references.

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.

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.

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 Department Administrator, 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



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



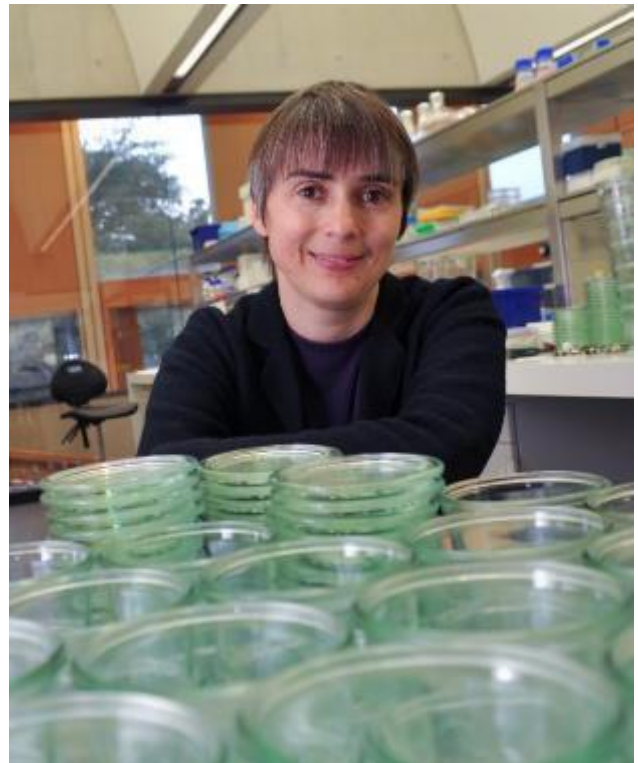
Working at the University

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 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.

Informal enquiries are welcomed and should be directed to **Stephen J. Price, Academic Lead**, sjp58@cam.ac.uk

If you have any queries regarding the application process, please contact csshrclinical@admin.cam.ac.uk

The closing date for applications is Thursday 01 May 2025

The interview date for the role is to be confirmed.



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