

NIHR Clinical Lecturer in Endocrinology & Diabetes Mellitus

Institute of Metabolic Science

CLOSING DATE: Thursday 01 May 2025
Job Reference: RA45529



NIHR Clinical Lecturer in Endocrinology & Diabetes Mellitus

Salary:

£44,159pa - £76,280pa

Contract:

Fixed Term – 4 years or to CCT

Location:

Cambridge Biomedical Campus

Department:

Clinical Biochemistry/Institute of Metabolic Science

Responsible to:

Dr Tony Coll, University Associate Professor, Honorary Consultant Physician,
Professor Mark Gurnell, Professor of Clinical Endocrinology, Honorary Consultant Physician
Professor Sue Ozanne, Head of Department.

Working Pattern:

Full Time

Overview of Role

The School of Clinical Medicine Selection Committee for Clinical Lecturers in the School of Clinical Medicine invite applications for a post in Endocrinology and Diabetes Mellitus to take up appointment as soon as convenient. Applicants should have had suitable experience and clinical training in Endocrinology and Diabetes. They should be of the standing required for an Honorary Contract of Service with the NHS East of England as a Specialist Registrar. The appointment will be for 4 years. The successful candidate will be recommended for an honorary clinical contract with the Cambridge University Hospitals Trust.

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 and delegated clinical academic colleagues.

The Clinical Lectureship is aimed at doctors with a PhD/MD (or equivalent), who already have core specialty training experience, have gained the MRCP and show outstanding potential for continuing a career in academic medicine. 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 (ST5-6). 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 Medicine.

Eligibility

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 Physicians (or equivalent) and who meet the entry criteria for entry into specialty training.

The post is aimed at applicants who have already completed at least the first two years of Higher Specialist Training.



Department

- **Institute of Metabolic Science/Clinical Biochemistry**

Clinical Speciality

- **Metabolism, Obesity, Diabetes, Endocrinology and Lipids (“MODEL”), CDG- MODEL Directorate, Division D.**

Overview

The post holder will be based in the Institute of Metabolic Science (IMS) on the main Cambridge Biomedical Campus. The IMS is a world-leading centre for research and clinical training in diabetes and endocrinology and houses clinical and basic scientists (>300) who work closely with their clinical colleagues across the full breadth of the discipline.

Metabolic disease has been identified by the University of Cambridge as one of its major strategic priorities, and IMS investigators are committed to tackling both common (e.g. diabetes, obesity, primary aldosteronism) and rarer (e.g. severe insulin resistance, congenital thyroid disease, pituitary and adrenal tumour) conditions. Research conducted in the IMS spans a spectrum encompassing (i) improved understanding of the fundamental pathophysiology of endocrine and metabolic disease, (ii) development of improved diagnostic strategies, and (iii) delivery of targeted, novel therapies. Our research is therefore relevant at a global/population level (seeking to reduce the burden of conditions such as diabetes and obesity, which are approaching epidemic proportions), but also at the level of the individual (e.g. the introduction of the ‘artificial pancreas in both type 1 and type 2 diabetes; PET-directed surgical intervention in patients with adrenal and pituitary tumours).

Research in the IMS is supported by major core funding from the Wellcome and MRC, including the establishment of two MRC Units (Epidemiology and Metabolic Diseases). Individual Investigators are supported by grants secured from most major UK and European charities and funding bodies.

The Specialist Programme in Diabetes and Endocrinology at Addenbrooke’s Hospital will provide the trainee with exposure to all the common clinical problems of diabetes, endocrinology and general medicine. In addition, the trainee will acquire experience in pituitary, reproductive endocrinology, paediatric endocrinology, endocrine genetics, neuroendocrine tumours, disorders of bone metabolism, lipid disorders and metabolic disease.

1. Specialist Clinical experience**Diabetes Mellitus**

Within the Wolfson Diabetes & Endocrinology Clinic (WDEC), we provide a full range of secondary and tertiary diabetes services. These include an award-winning Type 1 service with a substantial insulin pump programme that is closely allied to DAFNE teaching and the Artificial Pancreas research team based in the IMS. We have a fully equipped Diabetic Foot MDT and have established joint working with the vascular, orthopaedic and orthotics teams. There is a full Diabetes in Pregnancy multi-disciplinary team with joint clinics run with obstetrics in the Rosie Maternity hospital as well as an established pre-conception service. Other clinics include transition and young adult, joint renal clinics with nephrology and community “virtual review” clinics. There is a dedicated in-patient diabetes team who supplies expert advice in the management of complex patients, including those undergoing visceral transplantation, patients undergoing pancreatic surgery and patients receiving parenteral nutrition.

The WDEC is also home to a nationally commissioned Severe Insulin Resistance service which acts as a tertiary referral centre for patients with conditions of extreme insulin resistance.

Endocrinology

We provide full endocrinology services to our local community within Cambridge and tertiary specialist services as specified by NHS England in both inpatient and outpatient settings. We liaise closely with colleagues in many other specialties including clinical biochemistry, clinical pharmacology, surgery, radiotherapy, nuclear medicine, oncology, clinical genetics and histopathology. The radiology department provides access to an extensive range of imaging techniques (e.g. CT, MRI, PET, Isotope scans) and specialised investigations (e.g. endoscopic ultrasound, angiography and selective arterial or venous sampling). Specialist services include the regional pituitary service, specialist clinics for Parathyroid disease, Thyroid Eye Disease, Thyroid Nodule Biopsy & Cancer, Thyroid Pregnancy, Turner Syndrome, Endocrine-genetic disorders, Neuroendocrine Tumours and Endocrine cancer. Cambridge is also recognised nationally and internationally for its specialist services in complex disorders of thyroid function and molecular endocrine (PET) imaging in adrenal and pituitary tumours.

The programme will also involve opportunities for training in paediatric and reproductive endocrinology.

Obesity and Nutrition

The trainee will have the opportunity to train in nutritional disorders including within the obesity service. There is also opportunity to be involved in the management of patients receiving parenteral nutrition and those with re-feeding syndromes.

Metabolic bone disease

Training is available in the endocrinology and biochemistry of bone disorders, with particular focus on osteoporotic fragility fractures, metabolic bone diseases and the spondyloarthritides.

Lipid metabolism

Clinical training will be provided in the management of patients with common abnormalities of lipid metabolism, as well as in the diagnosis of rare single-gene disorders.

Inborn Errors

The Metabolic Medicine team provides a comprehensive service covering the diagnosis and treatment of a diverse range of inborn errors of metabolism, including amino acidurias, urea-cycle defects, fatty acid oxidation disorders, acute and chronic porphyria syndromes and disorders of lysosomal function. Trainees with an interest in these areas will be able to spend dedicated time with the service.

Clinical Biochemistry

The NHS Department of Clinical Biochemistry at Addenbrooke's Hospital provides analytical and interpretative biochemical services to a large local population. The department has a very close association with the IMS and has developed specialist analytic services which align with clinical expertise in endocrinology, diabetes and related disorders. Dr David Halsall (Consultant Clinical Scientist) co-leads (with Professor Chatterjee) the nationally designated SAS in thyroid dysfunction and with Prof Savage and Prof O'Rahilly, the nationally designated SAS for disorders of insulin action. The Department has developed a mass spectrometry facility for the analysis of steroid hormones. The department currently has two NHS Consultants in Clinical Biochemistry/Metabolic Medicine who provide out-patient services in obesity, lipid disorders and renal tubular disorders.

The Regional Biochemical Genetics Unit is based within Clinical Biochemistry and provides nationally funded diagnostic and monitoring services for patients with inborn errors of metabolism and lysosomal disorders.

2. Research

The Institute of Metabolic Science (IMS) is a purpose-built 6,000 sqM, £20M institute on the Cambridge Biomedical Campus. It is a unique tri-institutional collaboration between the University of Cambridge, the Medical Research Council and Cambridge University Hospitals NHS Foundation Trust (CUHNHSFT). Its mission is to be a world-leading centre dedicated to research, education, clinical care and prevention in the area of obesity, diabetes and related metabolic and endocrine diseases. It brings together basic and applied researchers from the University of Cambridge and the MRC Epidemiology Unit with clinicians and clinical scientists from CUHNHSFT into a shared environment that will encourage multidisciplinary collaboration and translation of research into improved clinical care and prevention for adults and children with these disorders. Research in the IMS is strongly supported by the MRC and Wellcome.



The IMS contains state-of-the-art facilities for laboratory science, a Clinical Research Facility, dedicated areas for adult and paediatric clinical care and shared meeting and social space to encourage interdisciplinary interactions. It is adjacent to the Addenbrooke's Clinical Research Centre (ACRC) and very close to the Anne McLaren Building (AMB), a biomedical research facility created for the University of Cambridge which houses comprehensive metabolic phenotyping and imaging equipment for the study of model organisms.

Research opportunities for clinical lecturers are abundant. The IMS is home to scientists engaged in research ranging from the fundamental investigation of cell and organismal biology, through genetic and pathophysiological dissection of human metabolic and endocrine diseases to the exploration of novel therapies and the study of the causation and prevention of disease at the population scale. The University of Cambridge Metabolic Research Laboratories (MRL) are based on two floors of the IMS. The MRL focuses on the mechanistic understanding of disorders such as obesity, diabetes, thyroid dysfunction and on the development of targeted therapies. It encompasses the MRC Metabolic Diseases Unit and a Strategic Award from the Wellcome enables links with the Sanger Institute and access to dedicated facilities (Metabolic Research Area) within the NIHR/Wellcome Clinical Research Facility to undertake experimental medicine and translational research in Obesity, Metabolism and related disorders.

The MRC Epidemiology Unit (Director, Professor Nick Wareham) housed on one floor of the IMS focuses on population-based approaches to the aetiology and prevention of obesity and diabetes.

Collaboration across the Biomedical campus and the broader university (e.g. Wolfson Brain Imaging Centre and Departments of Applied Mathematics and Physics for PET studies) is a major strength of work undertaken by Investigators in the IMS.

NHS consultants based in the Wolfson Diabetes and Endocrine Centre and the Weston Centre for Paediatric and Adolescent Diabetes and Endocrinology on the ground floor of the IMS are also highly active in clinical research.

Further information on the specific research programmes of Principal Investigators can be found on the following websites:

www.mrl.ims.cam.ac.uk (University of Cambridge Metabolic Research Laboratories)

www.mrc-epid.cam.ac.uk (MRC Epidemiology Unit)

www.cambridgecrf.nihr.ac.uk (NIHR Cambridge Clinical Research Facility)

3. Training and Audit

At Addenbrooke's there is a weekly Medical Staff Round and monthly Educational Half-Days which include G(I)M audit and management presentations. Regular meetings of the Diabetes and Endocrine Unit include weekly post-clinic meetings to discuss clinical cases and management issues in Diabetes and Endocrinology as well as fortnightly (Pituitary, Neuroendocrine Tumour) or monthly (Thyroid Cancer) MDTs.

In addition, the Department holds a regular clinical seminar programme on Fridays. Regional Specialist Registrar Training Day rotate through the calendar year involving other hospitals in the region. In addition, there are weekly seminars run by the IMS, featuring scientists of national and international standing in the field of diabetes, endocrinology and metabolism.

The Clinical Lecturer may attend any other postgraduate courses held at Addenbrooke's Hospital and also any guest lectures. Clinical Lecturers may apply to the NHS and NIHR Travel Fund for assistance when attending learned conferences or when travelling for study or research connected with their duties. Study leave with expenses may be granted at the discretion of the Health Authorities in accordance with the Terms and Conditions of Service of the Hospital Medical and Dental Staff (England and Wales). The Clinical Lecturer will be involved in clinical audit.

The Diabetes Nurse Specialists, Endocrinology Nurse Specialists, Dieticians, Podiatrists and other allied professions will also contribute to the training as appropriate.

4. 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.

5. Medical Staff involved in Training and Supervision

NHS Consultants	Specialty/Area of interest
Dr A Adler	Diabetes (Nephropathy, Cystic Fibrosis)
Dr V Bansiya (Clinical Director)	Diabetes (In- patient Diabetes, Pregnancy)
Dr R Casey	Endocrinology (Endocrine Cancer)
Dr E Gurnell	Diabetes (Pregnancy, Adolescent)
Dr S Jerram (Diabetes Clinical Lead)	Diabetes (Type 1&2, Food Disease)
Dr I Mohamed	Endocrinology (Thyroid)
Dr S Nasir	Diabetes (Pregnancy)
Dr A Powlson	Endocrinology (Pituitary, Adrenal)
Dr R Ronneberger	Endocrinology (Pituitary, Adrenal)
Dr L Sibal	Diabetes (Type 1&2, Foot Disease)
Dr A Stears	Diabetes (Insulin Resistance)
Dr V Stokes	Endocrinology (Parathyroid, Endocrine Cancer)
Dr L Yang	Endocrinology (Thyroid, Endocrine Cancer)

Dr S Yusuff	Endocrinology (Thyroid)
Dr A Park	Chemical Pathology (Obesity and Lipid disorders)
Dr A Sarker	Chemical Pathology (Obesity and Lipid disorders)
Dr P Deegan	Metabolic Medicine (Lysosomal and In-born errors)
Dr P Flynn	Metabolic Medicine (Lipid disorders)
Dr C Tan	Metabolic Medicine (Lysosomal and In-born errors)

Honorary Consultants	Specialty/Area of interest
Dr C Boughton	Diabetes (Type 1, Cystic fibrosis)
Dr A Coll	Diabetes (Foot Disease)
Dr B Challis	Endocrinology (Endocrine Cancer)
Professor M Evans	Diabetes (Type 1 and technology)
Professor S Farooqi	Obesity
Professor M Gurnell (Endocrine Clinical Lead)	Endocrinology (Pituitary, adrenal)
Dr I Huang-Doran	Endocrinology (Reproductive)
Professor D Savage	Endocrinology (Lipodystrophy)
Professor A Vidal-Puig	Metabolism (Lipid disorders)

Person Specification

Criteria	Essential	Desirable
Education		
Educated to degree level, 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	✓	
Clinical		
Gained MRCP or equivalent	✓	
Clinical experience in Endocrinology and Diabetes sufficient to be able to undertake clinical work in the discipline at Specialist Registrar level	✓	
Academic		
A developing bibliography of research publications	✓	
Demonstrate a firm commitment to teaching at both the undergraduate and postgraduate levels	✓	
Potential to be able to secure research funding		✓
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, including the co-ordination of teaching and training	✓	
Potential 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	B

Institute of Metabolic Science-Metabolic Research Laboratories and embedded MRC Metabolic Diseases Unit (Clinical Biochemistry)

Research and research culture

Research at the IMS-MRL is dedicated to understanding the mechanisms responsible for obesity and related metabolic diseases, with the specific aims of undertaking high quality basic science clinical and translational research to improve understanding of and develop interventions to prevent and treat these conditions.

The Institute brings together outstanding scientific and clinical researchers from 24 laboratories to form an internationally renowned centre of excellence for research into metabolism and metabolic disease.

It encompasses scientists working across the full spectrum of experimental approaches including cell biology, genetics, functional genomics, electrophysiology, animal models, basic and human neuroscience and experimental medicine.

Our investigators range from basic scientists undertaking underpinning research on fundamental aspects of cellular metabolism to clinical neuroscientists investigating human appetitive behaviour. Together, this creates a wide range of basic, clinical and translational research expertise and a superbly enriching research environment that benefits from established links with research institutes throughout the Cambridge area, such as with the MRC Epidemiology Unit, Sanger Institute and European Bioinformatics Institute, among others.

A major aim of the institute is to facilitate cross-disciplinary interactions between basic and clinical scientists to maximise the impact of our research and improve the quality of patient care.

The MRC Metabolic Diseases Unit (MDU), which is based at the IMS-MRL, provides

direct support for five high-quality programmes of research that aim to improve understanding of the basic mechanisms responsible for obesity and related metabolic diseases. The MDU, together with funding from Wellcome and the NIHR Biomedical Research Centre, supports key core facilities vital to the work of investigators based at the IMS-MRL and in the surrounding area. Such close ties with local Units and Institutes provide MDU scientists with unique opportunities to explore the genetic, epigenetic and physiological bases of obesity and metabolic disease.

We believe we have a responsibility to contribute to society through our public engagement programme. Our aim is to inspire the next generation of scientists, impact the public perception of fundamental research and make public engagement part of our research culture.

We actively pursue equality and diversity in the workplace, supported by the Silver Athena Swan Award to the Clinical School.

The Institute is committed to promoting energy efficiency and to minimising our environmental impact. Our efforts in this area have been recognised through achieving annual 'Gold' accreditation in the University's Green Impact scheme for departments and colleges across the University in for 2015-2019).

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.

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.

College membership

Membership of a College adds an important social and many of the University's academic community. 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. **(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/>

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: csrstaffhub@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



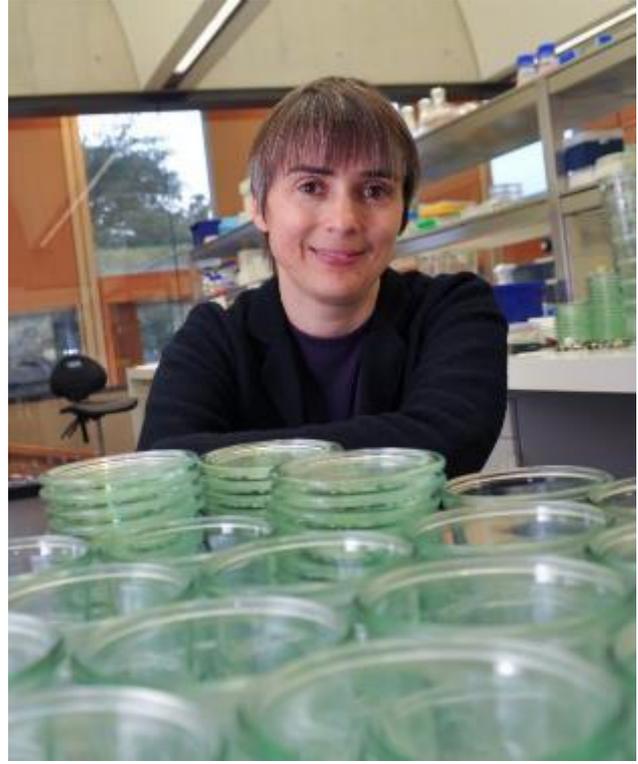
Working at the University

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:
Elizabeth MacRae, Business and Operations Manager,
em430@medschl.cam.ac.uk and Dr Anthony Coll,
apc36@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