

# NIHR Clinical Lecturer in Respiratory Medicine

Department of Medicine

CLOSING DATE: Thursday 01 May 2025  
Job Reference: RA45530



# NIHR Clinical Lecturer in Respiratory Medicine

**Salary:**

£44,159pa - £76,280pa

**Contract:**

Fixed Term - 4 Years or to CCT

**Location:**

Cambridge Biomedical Campus

**Department:**

Department of Medicine

**Responsible to:**

1. Professor James Nathan, Professor of Respiratory Medicine
2. Professor Ken Smith, Head of Department

**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

**Overview of Role**

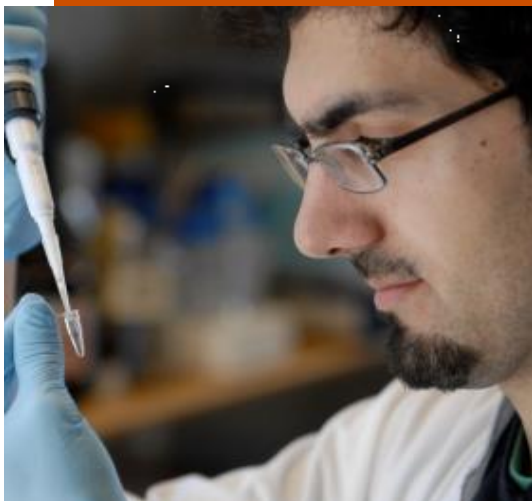
The Selection Committee for Clinical Lecturers in the School of Clinical Medicine invite applications for a post in Respiratory Medicine in the Department of Medicine. Applicants should have had suitable experience and training in Respiratory Medicine. They should be of the standing required for an Honorary 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; training opportunities are also available at Papworth Hospital NHS Foundation 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, Professor K. Smith. The field of research will be determined by the successful applicant in discussion with Respiratory theme leads.

The Clinical Lectureship is aimed at doctors with a PhD/MD (or equivalent), who already have core specialty training experience, have gained the MRCP(UK) 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. Applicants should as a minimum have completed core competencies for the core medical training. The post is aimed at applicants who are at ST3 level or above.



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**Division of Respiratory Medicine**

The University Division of Respiratory Medicine has a national and international reputation in the areas of inflammatory cell biology/cell signalling (Floto, Summers, McCaughan, Nathan) alpha-1 antitrypsin deficiency and related conformational diseases, ER Stress (Marciniak), oxygen sensing and metabolism (Nathan, Summers), interstitial lung disease (Dickens), lung cancer (McCaughan, Nathan), pulmonary vascular medicine (Toshner, Soon, Wei) and experimental medicine (Toshner, Summers, Fisk). There are active collaborations with a large number of basic science departments within Cambridge (e.g. The WT/CR-UK Gurdon Institute, the Babraham Institute, MRC-LMB, WT Sanger Centre) and many other laboratories nationally and internationally. The research laboratories are located within the Department of Medicine, the Cambridge Institute of Medical Research (CIMR), the Cambridge Institute for Therapeutic Immunology & Infectious Disease (CITIID), and the new The Victor Phillip Dahdaleh Cambridge Heart and Lung Institute, located adjacent to Royal Papworth Hospital.

Members of the Division currently serve on the MEE-Medical Programme Board, Wellcome Trust Physiological Sciences Funding Committee, MRC College of Experts and Clinical Fellowships Committee, BHF Grants Committee, Asthma-UK Grants Committee, British Lung Foundation Advisory Committee, and CRUK Discovery Awards.

The main sources of research funding are the MRC, Wellcome Trust, CRUK, BHF, EU, Asthma-UK and Industry; Cambridge was awarded an NIHR Biomedical Research Centre in 2017, which includes the Cardiovascular and Respiratory Research Theme and has been recently renewed.

In addition to the Academic Respiratory Medicine Division Addenbrooke's and Papworth Hospitals have strong clinical research programmes in the following areas:

- Adult CF, lung defence and immunodeficiency (Dr C Haworth, Dr Kumararatne, Dr H Barker, Professor A Floto, Dr H Baxendale, Dr C Sander)
- Allergy and Asthma (Dr P Ewan, Dr S Nasser, Dr A Clark, Dr R Gore, Dr M Knolle)
- COPD (Dr R Mahadeva, Dr Fuld, Dr S Stinchcombe, Dr Fisk)
- ALI/Interstitial Lung Disease (Prof C Summers, Dr M Thillai, Dr H Parfrey, Dr N Simler)
- Pulmonary Transplantation (Dr J Parmar, Dr C Patterson)
- Pulmonary Vascular Disease (Dr Toshner, Dr K Sheares)
- Pulmonary Vasculitis (Prof D Jayne, KGC Smith, Dr P Sivasothy)
- Respiratory Failure and Sleep Medicine (Dr I Smith, Dr T Quinnell, Dr M Davies, Dr N Oscroft and colleagues)
- Respiratory Oncology (Prof R Rintoul, Dr R Buttery, Dr D Gilligan, Dr T Mikolasch, Dr F McCaughan, Prof J Nathan)
- Pleural Disease (Dr J Herre, Dr M Knolle, Prof S Marciniak)

**Clinical Speciality / Division**

[https://www.eoedeanery.nhs.uk/medical/page.php?page\\_id=733](https://www.eoedeanery.nhs.uk/medical/page.php?page_id=733)

There are forty-four respiratory/general medicine training posts in the East of England Multi-Professional Deanery. Rotations have been devised to provide first class training at both district general hospital and specialist centres based on the curricula for respiratory and general medicine developed by the Joint Royal Colleges of Physicians Training Board.

Respiratory medicine training is offered in the first two years in Norwich, Ipswich, Bury St Edmunds, Great Yarmouth, Luton, King's Lynn, Harlow, Huntingdon, Colchester, Basildon, Bedford, Chelmsford, Welwyn Garden City, Stevenage and Southend. Specialist respiratory experience is gained at Papworth Hospital (normally during the third year) where trainees will be attached to two of the six firms (cystic fibrosis, sleep

and ventilation, lung defence, lung transplantation, oncology, pulmonary vascular diseases). Training is usually completed at one of the main teaching hospitals (Addenbrooke's Hospital, CUHNHSFT in Cambridge, or Norfolk & Norwich University Hospital).

There are excellent facilities in the region for training and experience in all aspects of respiratory medicine. Trainees are encouraged to attend the British Thoracic Society (BTS) meetings, and where appropriate international meetings as well. The East Anglian Thoracic Society (EATS) meets twice yearly and there is a monthly regional study/teaching day for trainees (covering both respiratory and general medicine). Research, audit, journal club and grand round teaching is provided at all centres. There is special interest and expertise within the region in a variety of areas including: assisted ventilation, asthma/allergy, COPD, cystic fibrosis, HIV, pneumonia, lung transplantation, interventional bronchoscopy, pulmonary hypertension, ILD/sarcoid and sleep disorders.

Thoracic surgery is performed at Norwich, Ipswich and Papworth and cardiac surgery, pulmonary endarterectomy and heart/lung transplantation at Papworth. Bronchoscopy, respiratory physiology and intensive care are available at all centres. At the end of five years, subject to satisfactory appraisal, the trainees will be awarded CCTs in general internal medicine and respiratory medicine. Single speciality accreditation in Respiratory Medicine or dual training with ICU is available, together with the option to spend one year of the rotation training in respiratory and ICU medicine in Melbourne, Australia.

The programme places a strong emphasis on research training or extending previous research experience for all ST3+ trainees; the acquisition of a higher research degree (MD or PhD) is considered the norm and prospective applicants are welcome to contact one of the two academic representatives on the STC for further information about this. Many trainees are successful in obtaining MRC or Wellcome Trust research fellowships (which can be accommodated at any stage) and a number have gone on to be awarded intermediate and senior research fellowships. The academic representatives are Dr Jenny Dickens, Department of Medicine, University of Cambridge and Prof Andrew Wilson, School of Medicine, University of East Anglia.

The East Anglia area is mainly rural and covers the counties of Norfolk, Suffolk and Cambridgeshire with a population of around 3 million. The Deanery training area also includes the counties of Bedfordshire, Essex and Hertfordshire.

### **Clinical 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.

For this Clinical Lectureship appointment it is anticipated that the clinical training will all be undertaken within Addenbrooke's Hospital, although options to work elsewhere including Papworth Hospital during the clinical blocks would be considered. For junior trainees at ST3/4 level, experience within a DGH setting would be desirable and can be arranged on request. The research and clinical time tends to be divided into 3-6 month blocks.



# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
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	✓	
<b>Academic</b>		
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		✓
<b>Leadership experience and achievements</b>		
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

# Office of the School of Clinical Medicine

The Clinical School Office provides central professional services to the Head of the School (Professor Patrick Maxwell, Regius Professor of Physic), the Clinical Dean (Dr Diana Wood), Sub-Deans, and the Academic Departments, Units and Institutes of the School. The Secretary of the School, Dr Caroline Edmonds, is overall head of professional services.

- The General Division has responsibility for the management of administrative functions and resources across the School of Clinical Medicine. In addition, it has oversight of all departmental administration, including the overall management of all HR, Estates, Financial, Facilities and Strategic Planning matters at departmental level. (Headed by Mrs Jackie Hall).



- The Education Division works closely with the Clinical Dean, Deanery Team and the Secretary of the School on matters of educational policy and strategy. Faculty Board considers all educational aspects of the School's business, covering undergraduates, graduates, and clinical trainees, and the Secretary of the Faculty Board provides leadership for the relevant administrative teams within the School. (Headed by Dr Litsa Biggs).



- The Resources Division has responsibility for managing the finances of the Clinical School and all departments through two main arms: Accounts and Financial Planning & Analysis. (Headed by Mr Matt Burgess)
- The Research Office offers expert guidance in securing and administering sponsored research funding for our academics, administrators and sponsors. (Headed by Dr Tamsin Sayer)
- The HR Team supports management and staff in the School by promoting best practice and providing employee relations case support, HR management information, guidance on the application of HR policies and procedures, as well as some recruitment services.

The School Office building also offers recently refurbished shared teaching and meeting room facilities, including an e-learning suite, and a staff and student café.



Dr Caroline Edmonds, Secretary of the School

# School of Clinical Medicine

**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 specialities 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.

**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.



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



# 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.

## Hours of Work and 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/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Academics 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. Colleges expect all their teaching 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:

<http://www.admin.cam.ac.uk/univ/so/2014/chapter11-section1.html#heading2-5>

## 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>)

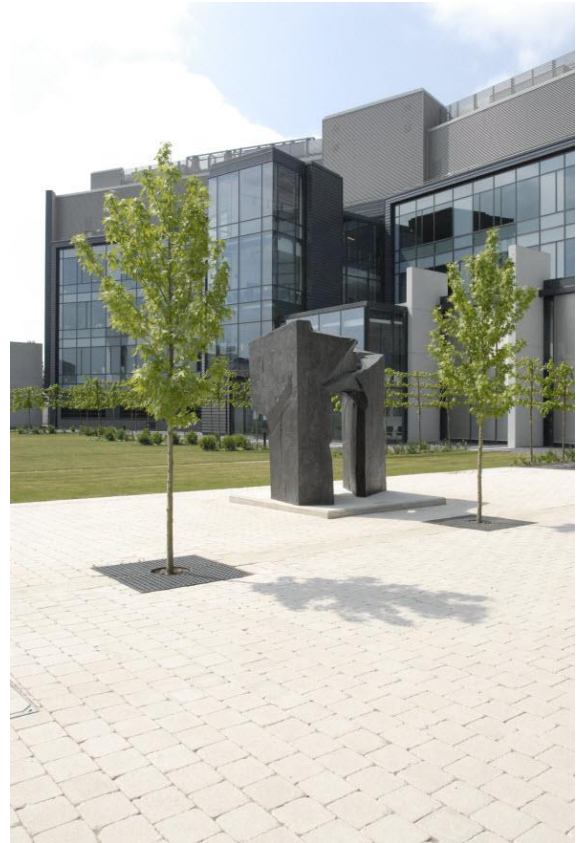
### Information if you have a disability

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:

[csrecruitment@medschl.cam.ac.uk](mailto:csrecruitment@medschl.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 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 £1.66 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds 400 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.

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.

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-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.

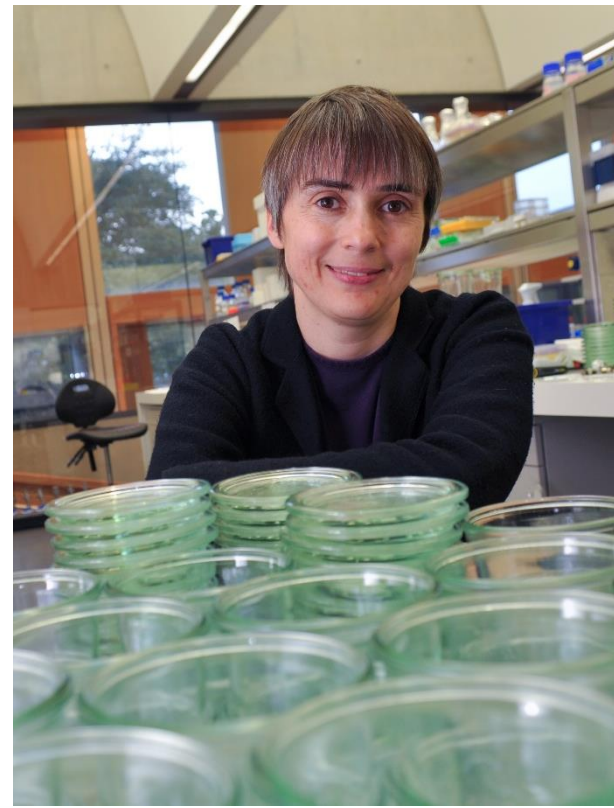
Our ideas and innovations have shaped the world. Our campaign, 'Dear World... Yours, Cambridge', will raise £2 billion to help us shape all our futures.



# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 12,000 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. Further-more, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women. 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 has signed up to the Race Equality Charter, a notional framework for improving the representation, progression and success of minority ethnic staff and students within higher education.



## 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.

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.

Further information about attractions in and around Cambridge can be found at [Visit Cambridge](https://www.visitcambridge.org/), the official tourism website for the city.



# 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.



## **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. CAMbens Cycle to Work salary sacrifice scheme is also available, which enable employees to save money on transport costs. A 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

## **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. In addition, our highly regarded workplace nurseries, childcare vouchers, a childcare salary sacrifice scheme and a high quality holiday play scheme are available to help support University employees with caring responsibilities. 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.

# What Cambridge can offer

## 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.

## Relocating to Cambridge

The University Accommodation Service exists to help employees in their search for a rental home in Cambridge. A new University development at North West Cambridge called Eddington offers subsidised rented accommodation to University staff. The development consists of high quality furnished one and two bedroom apartments. For more information about the development and how to apply please visit the website: [www.nwcambridge.co.uk](http://www.nwcambridge.co.uk). The importance of helping individuals settle into a new area is also recognised by the University. The Shared Equity Scheme <https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial/shared-equity-scheme> provides financial assistance to qualifying new staff with the purchase of living accommodation, where they have to relocate to take up their appointment. Removal expenses are also available for qualifying new members of staff.

## Equality & diversity

The University has a vibrant and varied community. We support and encourage under-represented groups and we value diversity. We welcome applications from individuals with disabilities. Our recruitment and selection procedures follow best practice. 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/>



## 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. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

**Whether it is understanding the molecular basis of neurodegenerative diseases, or helping farmers in India increase their yield, or discovering better ways to live in large cities – I know that what we do in Cambridge affects lives, and livelihoods, the world over.**

*Vice Chancellor Emeritus, Professor Sir Leszek Borysiewicz, 2016*

# 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
- Dry Cleaners
- Costa Coffee/Starbucks
- Various food outlets

#### Sports and Leisure

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

#### Childcare

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

#### Apprenticeship opportunities

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



## Clinical School Wellbeing Programme

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

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



## Equality, Diversity and Inclusion

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

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



# How to apply

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

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 **Professor James Nathan, Academic Lead,** [jan33@cam.ac.uk](mailto:jan33@cam.ac.uk)

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