

# NIHR Clinical Lecturer in Trauma & Orthopaedic Surgery

Department of Surgery

CLOSING DATE: Thursday 01 May 2025  
Job Reference: RA45530



# NIHR Clinical Lecturer in Trauma & Orthopaedic Surgery

**Salary:**

£44,159pa - £76,280pa

**Contract:**

Fixed Term – 4 Years or to CCT

**Location:**

Cambridge Biomedical Campus

**Faculty / Department:**

Department of Surgery

**Responsible to:**

Prof Andrew McCaskie, 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 the role**

The Appointments Committee for Clinical Lecturer in the School of Clinical Medicine invite applications for a post in Trauma and Orthopaedic Surgery, in the Department of Surgery.

Applicants should have had suitable experience and training in Trauma and Orthopaedic Surgery. 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 NHS Foundation Trust (Addenbrooke's Hospital).

Please note this post has been awarded with the research theme 'Clinical Therapeutics & Pharmacology & Industry'. The appointee will be expected to develop a research programme in that theme area.

The Clinical Lecturer will be required to undertake research, clinical work and training as well as 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 McCaskie, who is also the Head of Trauma and Orthopaedics.

The Clinical Lectureship is aimed at doctors with a PhD/MD (or equivalent), who already have core specialty training experience, have gained appropriate qualifications for higher surgical training 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. Clinical Lecturers (CLs) spend 50% of their time undertaking specialist clinical training and 50% undertaking research.



## 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 Surgeons (or equivalent) and who meet the entry criteria for entry into specialty training. Applicants should as a minimum have completed core competencies and be in a position to undertake higher surgical training and the post is aimed at applicants who have already completed some years at this level. It is expected that CLs will complete their specialty training during the period of the Lectureship.

## Department of Surgery

The Department of Surgery aims to attract enthusiastic and able clinicians to a career in academic surgery, providing an excellent clinical and research environment to develop a highly competitive research career. Central to our research strategy is a strong clinical emphasis and a shared mission to improve the surgical management of disease through basic and translational research, together with clinical trials. Our bench to bedside focus links laboratory work to applied clinical research and a key feature of the Department is the close integration of University and NHS surgeons. Our experimental medicine approach features advanced imaging and tissue analysis (including at a molecular level) and aims to improve stratification of patient groups so as to better match the timing and type of treatment. Our clinical themes are transplantation, trauma and orthopaedic surgery, urology and vascular surgery which are aligned to world class underpinning research strengths in stem cell medicine, immunology, organ perfusion, cell biology and surgical oncology.

We are committed to high-quality education, including clinical and non-clinical students, at undergraduate and postgraduate levels. We look to train the next generation of academic surgeons and enjoy a large and vibrant academic surgical training programme including Specialised Foundation Doctors, Academic Clinical Fellows and Clinical Lecturers.

The Department consists of 6 professors (McCaskie, Gnanapragasam, Stewart, Nicholson, Pettigrew & Saeb-Parsy), 4 Associate Professors (Gibbs, Butler, McDonnell, Khan) and one Assistant Professor (Kosmoliaptsis).

## The Division of Trauma and Orthopaedics

The Division of Trauma and Orthopaedics is a part of the University Department of Surgery with a strong track record of academic achievement. Professor Andrew McCaskie is the Chair of Orthopaedic Surgery and Head of the Department of Surgery. Musculoskeletal (MSK) conditions are estimated to affect 1.71 billion people globally and an estimated 18.8 million across the UK, accounting for more than 22% of the total burden of ill health (morbidity) in the UK. MSK conditions have economic and societal implications; each year 20% of people see in the UK see a doctor about an MSK problem with the disease costing the NHS £5 billion and the UK £7 billion (lost productivity) per year. Osteoarthritis (OA) is an exemplar that affects 7% of the global population with a “huge impact”. In the UK, around 8.75 million people aged 45 years in the UK have sought treatment. Total joint replacements for end-stage osteoarthritis of the hip and knee are being offered to younger patients, but the life-time risk of revision in this group can be up to 33%.

There is a clear global requirement to address unmet need in the treatment of early osteoarthritis before extensive joint destruction. Regenerative strategies aim to restore, repair, and replace the damaged joint structures, such as the lining cartilage, with cells (including stem cells, either manufactured or “native”) and molecules. Within the Division of Orthopaedic Surgery, we have an established record in this translational approach, using world-class infrastructure within the University Department of Surgery, NIHR BRC, NIHR Phenotyping Hub and Wellcome - MRC Cambridge Stem Cell Institute.

We facilitate an interdisciplinary approach to musculoskeletal research across Schools and Departments: Cambridge Musculoskeletal Sciences. We lead a large multicentre translational research programme: Versus Arthritis: Tissue Engineering and Regenerative Therapy Centre. As part of the UK Regenerative Medicine Platform Engineered Cell Environment hub, we are seeking therapies that prompt damaged tissues to repair.

The CL will join established interdisciplinary programmes of research in this area and a variety of projects are available. Our stratified approach seeks to determine the stage and phenotype of early arthritis, which can then be matched to the most appropriate regenerative therapy. This includes analysis of human samples and imaging, with techniques in cell biology, molecular biology (including single cell transcriptomics and bioinformatics). Additional questions will encompass bioprinting, biomaterials and cell manufacture. The aim is to identify important molecules and cells, as therapy or resident cell target, and how this can be translated into repair and regenerative strategies in cartilage, bone and tendon.

### **Clinical Training in Trauma and Orthopaedic Surgery**

The post allows the trainee to combine first class clinical training in relevant clinical areas within the Eastern Deanery T&O Training programme with research training in the world class academic environment of Cambridge University and other partners on the Cambridge Biomedical Campus.

We aim to provide the successful applicant with clinical training in T&O helping them to develop a highly competitive research portfolio, developing on from their higher degree. The posts will be appointed with a NTN (A) and will allow the appointees to undertake higher surgical clinical training alongside research, with 50% of their time protected for this.

The Programme for the Academic Clinical Lecturers has academic leadership from Professor Andrew McCaskie (Professor of Orthopaedic Surgery & Head of Department of Surgery, University of Cambridge). Clinical training will be within the Eastern Deanery and overseen by Mr. Anish Sanghrajka (Programme Director). The trainees will rotate through selected posts in the Eastern Deanery and during the clinical attachments will be exposed to the full range of specialist training opportunities in elective and emergency surgical activity to develop appropriate competencies.



# 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>Clinical</b>		
Membership of the Royal College of Surgeons (or equivalent)	✓	
Meet the entry criteria for entry into specialty training	✓	
To be in a position to undertake higher surgical training	✓	
Completed some years of HST		✓
FRCS (T&O) completion		✓
<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 role in the supervision of Research Students		✓
An interdisciplinary and collaborative research approach		✓
Research interests broadly aligned to departmental research strategy		✓
<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		✓
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## 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

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

application if you explain the situation, what you did and what the outcomes were.

# Department of Surgery

## Office of the School of Clinical Medicine

The Department of Surgery has a strong clinical research emphasis and our overall strategy is to improve the surgical management of disease through developments in both basic and translational research. There is a major focus on applied clinical research and a key feature of the department is the close integration of University and NHS surgeons.

University surgeons, in parallel with directing programmes of research, play an important role in the development and delivery of specialist surgical services. Similarly, many NHS surgeons are, in addition to their clinical responsibilities, undertaking high quality clinical research supported through close collaboration with University colleagues.



In contrast with the trend in many other UK universities, academic surgery in Cambridge is flourishing and the department continues to expand. The principal research interests are transplantation, stem cell medicine, surgical oncology and orthopaedic surgery. In addition, clinical research of international importance is being led by NHS surgical colleagues across a range of surgical disciplines, including ear, nose and throat surgery, ophthalmic surgery, gastrointestinal surgery and vascular surgery.



The Department of Surgery recognises that a proactive approach to equality and diversity in recruitment, promotion and the working environment enhances the pursuit of academic excellence.

The Department undertakes to achieve research excellence through commitment to maintaining the highest standards of integrity and ethics in all research and scholarship at the University of Cambridge. To maintain the high standards of research practice, the Department will uphold the commitments outlined in Universities UK's Concordat to Support Research Integrity.



*Professor Andrew McCaskie,  
Head of Department.*



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 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

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 12 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/](http://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.

**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](mailto: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*



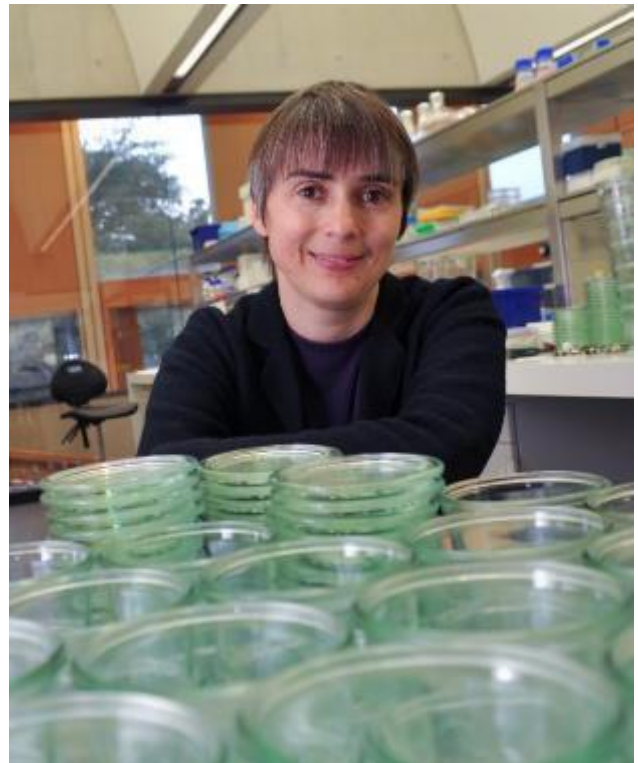
# Working at the University

**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](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 Andrew McCaskie, Head of Department,** [awm41@cam.ac.uk](mailto:awm41@cam.ac.uk)

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

The closing date for applications is Thursday 01 May 2025

The interview date for the role is to be confirmed.