

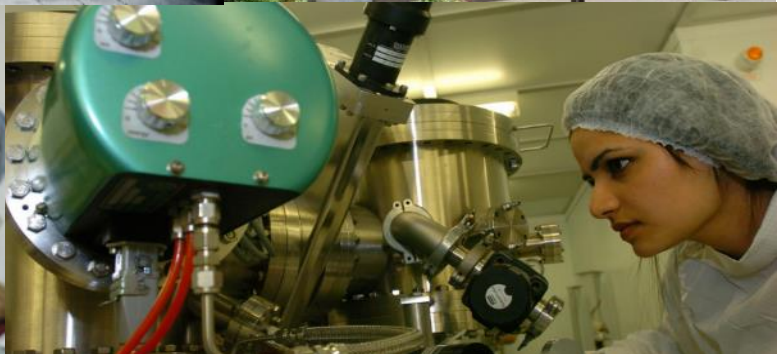


UNIVERSITY OF  
CAMBRIDGE

School of Clinical Medicine  
Recruitment Team

# Further Information

Clinical Senior Research Associate, Clinical Neurosciences



## Further Information

### Clinical Senior Research Associate, Clinical Neurosciences

Grade	Clinical Research
Salary range	£76,761 - £103,490 <i>Appointment at Senior Research Associate level is subject to approval by the Faculty Board of Clinical Medicine</i>
Staff group	Research

## Role-specific information

### Role Summary

Continuing on from the setup of research studies investigating the role of inflammation in Parkinson's disease: a clinicopathological study involving the histopathological examination of post mortem human brain tissue, and a study of peripheral immune changes in PD, the successful candidate will take a major role in the development of these studies, extending their portfolio of research skills and techniques.

The post holder will work with experienced post-doctoral scientists in the group. The Department emphasises excellent interactions within and between research groups in Cambridge, and collaborations with outside groups.

This post will support and maintain the University's national and international reputation for excellence in teaching and research, with long term clinical impact. Contribution to excellence in research will be as a member of a research team, with substantial scope for academic judgement, originality, interpretation and presentation of results. The post holder will assist with clinical governance and the writing of reports for funding bodies. A contribution to academic seminars, public engagement and the broader success of the department/faculty is expected, as appropriate.



<b>Key Responsibilities</b>	
<b>Research and Scholarship</b>	<b>80%</b>
<ul style="list-style-type: none"> <li>• Develop research objectives, projects and proposals;</li> <li>• Conduct individual or collaborative research projects;</li> <li>• Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities</li> <li>• Write or contribute to publications or disseminate research findings using other appropriate media</li> <li>• Assess, interpret and evaluate outcomes of research; make presentations at conferences or exhibit work in other appropriate events;</li> <li>• Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media;</li> <li>• Responsible for the delivery of own research programmes</li> </ul>	
<b>Teaching and learning support:</b>	<b>5%</b>
<ul style="list-style-type: none"> <li>• Contributes to the teaching and learning programmes in the department</li> <li>• Supervises postgraduate research students.</li> </ul>	
<b>Liaison and networking:</b>	<b>5%</b>
<ul style="list-style-type: none"> <li>• Collaborate actively within and outside the Institution to complete research projects and advance thinking</li> <li>• Develop links with external contacts such as other educational and research bodies</li> <li>• Originates and develops external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.</li> </ul>	
<b>Planning and organising:</b>	<b>5%</b>
<ul style="list-style-type: none"> <li>• Plan, co-ordinate and implement research programme/s;</li> <li>• Manage the use of research resources and ensure that effective use is made of them;</li> <li>• Manage/monitor research budgets;</li> <li>• Help to plan and implement commercial and consultancy activities.</li> </ul>	
<b>Managing people:</b>	<b>5%</b>
<ul style="list-style-type: none"> <li>• Mentor colleagues with less experience and advise on personal development</li> <li>• Coach and support colleagues in developing their research techniques</li> <li>• Carries out appraisals</li> <li>• Supervises other researchers.</li> </ul>	
<i>Any other duties as requested by the line manager commensurate with role.</i>	



**Person Profile**

This section details the knowledge, skills and experience we require for the role.

<p><b>Education &amp; qualifications</b></p>	<ul style="list-style-type: none"> <li>• Medical degree (Bachelor of Medicine).</li> <li>• Must be licensed to practise medicine in the UK</li> <li>• MRCP or international equivalent, eligible to apply for higher specialist training.</li> <li>• An intercalated undergraduate degree in neuroscience, physiology, psychology or related discipline is essential, with evidence of exceptional academic performance (eg. 1<sup>st</sup> class honours or equivalent)</li> <li>• Good clinical Practice certification</li> </ul>
<p><b>Specialist knowledge &amp; skills</b></p>	<ul style="list-style-type: none"> <li>• The role holder will possess, or demonstrate that they can acquire as part of research training to a higher degree, sufficient breadth/depth of knowledge in neurology and of research methods to assist with developing research objectives, projects and proposals</li> <li>• Previous research experience in a related areas would be an advantage, including but not limited to electives, undergraduate projects, summer studentships, academic foundation training or academic clinical fellowships</li> <li>• Excellent report writing and presentation skills</li> <li>• Will continually update knowledge in the specialist area and engage in continuing professional development.</li> <li>• Experience of managing own workload.</li> <li>• Use initiative and creativity to solve routine problems in relations to research projects, e.g methodological, technical, financial problems</li> <li>• A commitment to the neurology of dementia and neurodegeneration</li> </ul>
<p><b>Relevant experience</b></p>	<ul style="list-style-type: none"> <li>• The role holder would have undertaken core training in medicine, with experience in clinical neurology and dementia-neurology related specialties (eg. stroke medicine, geriatrics)</li> <li>• Evidence of publication and formal oral presentations or research and clinical audit.</li> </ul>
<p><b>Interpersonal &amp; communication skills</b></p>	<ul style="list-style-type: none"> <li>• Interpersonal skills must be suitable for working with experimental participants (healthy volunteers and patients) and as part of an inter-disciplinary research team.</li> </ul>
<p><b>Additional requirements</b></p>	<ul style="list-style-type: none"> <li>• It is anticipated that suitable candidates without a higher degree (PhD/ MD) would wish to study for one.</li> <li>• Ability to work flexibly to meet the needs of the project and to travel as required, including between NHS sites in the Cambridge Area and visiting subjects at home.</li> </ul>



<b>Behavioural Attribute</b>	<b>Description.</b>
<a href="#"><u>Communication</u></a>	Communicates effectively and appropriately with a variety of stakeholders including external partners, teams, colleagues and contacts.
<a href="#"><u>Relationship Building</u></a>	Develops and maintains existing partnerships. Builds teams and identifies means of enhancing their effectiveness
<a href="#"><u>Valuing Diversity</u></a>	Considers and respects the ideas, circumstances and feelings of others. Treats everyone with fairness and respect, adhering to the principles of diversity and inclusion.
<a href="#"><u>Achieving Results</u></a>	Identifies and manages important issues and problems effectively. Plans and monitors the work of others and takes accountability for their levels of performance and success.
<a href="#"><u>Strategic Focus</u></a>	Takes a strategic view and creates long-term plans for the institution/area of responsibility. Promotes a shared vision for the University.
<a href="#"><u>People Development</u></a>	Encourages and facilitates the learning and development of others. Demonstrates enhancement of individual and team potential through giving clear direction, guidance and feedback on performance.
<a href="#"><u>Negotiating and Influencing</u></a>	Negotiates and influences at senior management level using persuasive arguments. Identifies clear aims in negotiations and achieves satisfactory outcomes
<a href="#"><u>Innovation and Change</u></a>	Supports, promotes and implements change. Encourages the adoption of new methods and overcomes barriers to acceptance.

### Terms and Conditions

This section details the knowledge, skills and experience we require for the role.

<b>Location</b>	Van Geest Centre for Brain Repair
<b>Hours of work</b>	This is a flexible full time post of 37 hours per week.
<b>Limited funding</b>	This post is funded by a research grant or contract and, in the event that this funding should cease, the post may be at risk of redundancy. In the first instance, the funding supporting the post ends on <b>30<sup>th</sup> September 2020</b> and the head of department, or his/her nominee, will keep the role holder informed of the funding situation.
<b>Probation period</b>	6 months
<b>Annual leave</b>	Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days), plus public holidays.
<b>Pension eligibility</b>	You will automatically become a member of the Universities Superannuation Scheme (USS) on commencement of employment.
<b>Retirement age</b>	The University does not operate a retirement age for research staff. Pension scheme details are available on our web pages at: <a href="http://www.pensions.admin.cam.ac.uk/">http://www.pensions.admin.cam.ac.uk/</a> .

### Screening Check Requirements

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

This role requires an Honorary Clinical Contract with the Trust. Any offer of employment we make to you will be conditional upon the satisfactory completion of this check whether an outcome is satisfactory will be determined by the University. The nature of this role means that the successful candidate will also need to undergo a health assessment.

### Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter and publication list in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The closing date for applications is 25<sup>th</sup> September. If you have any questions about this vacancy or the application process, please contact Danielle Daft [dmj34@cam.ac.uk](mailto:dmj34@cam.ac.uk)

## General Information

### The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked fourth in the 2016 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

### Department of Clinical Neurosciences

The Department of Clinical Neurosciences, which is based on the Cambridge Biomedical Campus was formed in 2004 and brings together the University Divisions of Neurology, Neurosurgery and Stem Cell Neurobiology, the John van Geest Centre for Brain Repair and the Wolfson Brain Imaging Centre. The Department works alongside the existing Addenbrooke's NHS Trust Clinical Division of Neurosciences. The emphasis of research is on basic and applied neuroscience with the specific aims of understanding mechanisms of injury and repair in common diseases of the central nervous system. The clinical emphasis is on demyelinating disease, neurodegeneration, behavioural neurology, stroke and brain injury using clinical, genetic, immunological and imaging approaches

### School of Clinical Medicine

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School 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.

#### Through inspirational teaching and training, the School will 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

#### The School will 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
- innovate to solve the health challenges of our society

#### The School's core values are:

- ✚ to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare

- ✦ to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- ✦ to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

### Remit Statement

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, quantitative biology and medicine, 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
- Paediatrics and children's health
- Stem Cells and Regenerative Medicine



## What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

### Employee Benefits

You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

<u>Cambridge</u>	<u>Travel to work</u>	<u>Relocation assistance</u>
Local discounts Cambridge Festival of Ideas Cambridge Science Festival Open Cambridge	CAMBens Cycle/Cars Travel to Work Loan Trains (season ticket) U bus discount	Relocation Expenses <a href="#">University of Cambridge Accommodation Service</a> Newcomers Service <a href="#">Sanctuary – for Addenbrooke's accommodation</a>
<u>Family-friendly</u>	<u>Careers and career development</u>	<u>Financial</u>
Childcare Service Leave/Flexible Working Career breaks Nurseries/play schemes <a href="#">Returning Carers Scheme</a> My Family Care (from 01.04.17)	Study/sabbatical leave Unpaid leave Careers Service Institute for Continuing Education Personal Development	CAMBens discounts Payroll giving Shared Equity Scheme Contribution Rewards
<u>Cambridge Biomedical Campus</u>	<u>Health &amp; Wellbeing</u>	<u>Recreation</u>
<a href="#">Frank Lee Leisure and Sports Centre</a> Concourse/shops/restaurants	Health Cash Plans Dental Discount Eye Test Occupational Health Counselling Service Mentoring Chaplaincy Clinical School Wellbeing Program	University Sports University Social Club College Entry Local Attractions

### Moving to Cambridge

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our

relocation expenses scheme. The University [Accommodation Service](http://www.accommodation.cam.ac.uk/) (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

### **A welcoming and inclusive environment**

We will help you settle into your new role and working environment through a central [University induction event](#), local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

### **Extensive development opportunities**

The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:

- A [wide-range of training courses](#) and online learning packages.
- The [Clinical School appraisal](#), which is designed to enhance work effectiveness and facilitate career development post-probation.
- [Leave for career and personal development](#), including long-term study leave for assistant staff and sabbatical leave for academic staff.
- The [CareerStart@Cam programme](#), which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
- [Reduced staff fees](#) for University of Cambridge graduate courses.
- The opportunity to attend [lectures and seminars](#) held by University departments and institutions.
- Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>.

### **Equality of opportunity at the University**

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN Silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities (including elder care), such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

### **Information if you have a disability**

The University welcomes applications from individuals with disabilities and 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 would prefer to discuss any special arrangements connected with a disability, please contact the HR Recruitment Team, who are responsible for recruitment to this position by email on [csrecruitment@medschl.cam.ac.uk](mailto:csrecruitment@medschl.cam.ac.uk).



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