

# Associate Professor of Anaesthesia (Honorary Consultant)

Department of Medicine

CLOSING DATE: Sunday 05 May 2024  
Job Reference: RC41179



# Associate Professor of Anaesthesia (Honorary Consultant)

**Salary:**

Clinical Consultant scale  
£93,666 - £126,281

**Contract:**

Permanent

**Location:**

Cambridge

**Faculty / Department:**

Medicine

**Responsible to:**

Professor Jonathan Coles, PACE  
Section Lead

**Working Pattern:**

Full Time

**Purpose of the role**

This is a replacement post within the Department of Medicine, which wishes to appoint a clinical academic with a clinical and research interest in Anaesthesia, Perioperative or Intensive Care Medicine, to join an expanding clinical service and a multidisciplinary program of translational research. The post is assigned to the Perioperative, Acute, Critical Care and Emergency Medicine (PACE) Section of the Department of Medicine. The clinical duties of the post would be tailored to the individual appointed, but the Department would be happy to accommodate an individual wishing to undertake Anaesthesia or Intensive Care Medicine as their sole clinical activity.

**Eligibility**

The post holder should have a significant track record of obtaining research grants, running research projects, and publishing results. They will be expected to play a full role in the research program of the PACE Section and wider Department of Medicine. In particular, the individual should have experience of perioperative/intensive care medicine methodologies, translational and pure clinical research projects, and statistical and collaborative strategies necessary to function in this field within the UK. They should be willing to undertake a full role in existing programs of work funded by the NIHR and MRC.

The successful candidate should have an interest in and experience of teaching and will be expected to take part in the department's core curriculum teaching programme for students of the University of Cambridge. It is also expected that he/she will have attended one or more recognised teaching and development courses and be willing to attend in the future those on offer locally.



## Academic Perioperative and Intensive Care Medicine in Cambridge

The Perioperative, Acute, Critical Care and Emergency Medicine (PACE) Section of the Department of Medicine is led by Prof Jonathan Coles (University Clinical Professor of Intensive Care Medicine) and contains additional established academic posts within the speciality at consultant level in Intensive Care (Prof Charlotte Summers, who is the Director for the Heart & Lung Research Institute) and an Associate Professor of Pain Medicine, as well as multiple senior non-clinical scientists. The Section also hosts other investigators including Prof David Menon (Director of Research, Department of Medicine), Dr Emmanuel Stamatakis (Queens' College Stephen Erskine Fellow in Functional Imaging), as well as providing the base for Clinician Scientists: an NIHR Advanced Fellow (Dr Virginia Newcombe) and a Medical Research Council Clinician Scientist (Dr Andrew Conway Morris). The Section currently has three clinical lecturer posts within Anaesthesia, Intensive Care and Emergency Medicine and supports PhD students, postgraduate and post-doctoral researchers, and Specialised Foundation Programme trainees in Perioperative Medicine. The academic facilities are housed adjacent to the NHS Anaesthetic Department, John Farman Intensive Care Unit and the main operating theatres. In addition to office space, the department contains an Image Processing Lab (funded by the Royal Society and supported by a departmental Gigabit network), and laboratory facilities.

PACE has a substantial track record in nurturing clinical academics. Over the last 10 years, the department has produced >15 PhDs (many funded through competitive national Research Training Fellowships from the MRC and Wellcome Trust), three Clinician Scientists, three Senior Lecturers, and several Professors. We have established research programs in neuroanaesthesia, consciousness and coma, pain medicine, and the biology of critical illness (particularly acute respiratory distress syndrome, nosocomial infection and the epigenetics of critical illness). A substantial part of our research has used functional imaging with positron emission tomography and magnetic resonance to define clinical physiology, pathophysiology, and drug action. A description of some of our current areas of research is available on our website (see <https://www.medschl.cam.ac.uk/about/departments-institutes-units/> and <https://anaesthetics.medschl.cam.ac.uk>). To see the wide range of imaging research facilities (see: [www.wbic.cam.ac.uk](http://www.wbic.cam.ac.uk)), and strong research collaborations in clinical neuroscience (<http://www.neuroscience.cam.ac.uk/>) please see the websites.

## Clinical speciality – Perioperative Care and Intensive care Medicine

### Introduction

The main theatre suite currently has 22 theatres. There are also 6 theatres in the Addenbrooke's Treatment Centre, 3 additional theatres for neurosurgery, 2 theatres in the Cambridge Eye Unit, 2 obstetric theatres and 2 theatres in the Princess of Wales Day Surgery Unit at Ely.

The Department of Anaesthesia provides comprehensive anaesthetic services to the following specialties:

- Accident Service / Orthopaedics / Major Trauma Centre
- Breast Surgery
- Community Dental Clinic
- ECT
- ENT
- General Surgery, including upper gastro-intestinal and colorectal
- Gynaecology and Gynaecological Oncology
- Neurosurgery
- Obstetrics
- Ophthalmology

Paediatrics / Neonatology  
 Plastic Surgery  
 Radiotherapy / Oncology  
 Transplantation - renal, pancreatic, hepatic, multivisceral  
 Urology  
 Vascular Surgery

The Department is responsible for the Chronic and Acute Pain Service and for Adult Intensive Care. It is also responsible for the organisation of the Day Surgery Unit, including facilities at Ely.

### Staffing:

The present medical staff establishment comprises:

General Anaesthesia	Additional role(s) or interests outside of subspecialty (if applicable)
Mark Abrahams	Clinical Director for MSK; Chronic pain management
Famila Alagarsamy	Clinical Lead for Practical Procedures; Upper GI and Major Trauma
Jithesh Appukutty	Complex airway anaesthesia; Equipment Co-Lead
Ylva Bengtsson	Vascular anaesthesia; Lead for ACSA; Lead for Emergency Theatres
Parveen Dhillon	Chronic pain management
David Dugdale	Complex airway anaesthesia; Recovery Lead
Petrus Fourie	Upper GI and vascular anaesthesia, NELA Lead
Serena Goon	Vascular anaesthesia, Lead for Core Trainees North and ACCS TPD
Lisa Grimes	Vascular anaesthesia, Preassessment
Anand Jain	Upper GI anaesthesia; Equipment Co-Lead
Muhilan Kanagarathnam	Clinical Director for Perioperative Services; ENT anaesthesia
Michalis Karvelis	Chronic pain management
Giuseppe Mariconda	Regional anaesthesia; Lead for Day Surgery; Joy in Work Co-Lead
Elisa Masoni	Lead for Trauma Anaesthesia
Ian Munday	Vascular and Upper GI anaesthesia
Natalia Notkina	Lead for Airway Management
Andrea Ortu	Divisional Quality and Safety Lead, Lead for General Anaesthesia
Rebecca Owen	Vascular anaesthesia and preassessment
Naomi Pritchard	Pre-hospital medicine
Tanya Smith	Preassessment
David Tew	Regional and orthopaedic anaesthesia
Evan Weeks	Adult Chronic Pain Management Lead

<b>Obstetric Anaesthesia</b>	
James Bamber	
Tracey Christmas	Lead for Obstetric Anaesthesia, College Tutor; Trauma anaesthesia
Garry Davenport	
Pushpaj Gajendragadkar	
Richard Haddon	Lead for Subspecialty Fellows; Vascular anaesthesia
Megan Jones	Lead for High-Risk Peripartum Care; ENT anaesthesia
Laura Kessack	Trustwide LTFT Champion
Julia Neely	
Anita Patil	
Svet Petkov	Clinical Lead for Preassessment; Vascular anaesthesia
Tamsin Poole	Transfusion committee member
Rakesh Tandon	Complex airway anaesthesia
Claire Williams	Trauma and orthopaedic anaesthesia
<b>Paediatric Anaesthesia</b>	
Amr Abdelaal	Paediatric neuroanaesthesia
Nicola Barber	
Kate Bush	Lead for Paediatric Anaesthesia; Paediatric neuroanaesthesia
Rosalie Campbell	
Joel Chin	Paediatric neuroanaesthesia
Andrew Hughes	Paediatric intensive care
Anna Hutton	
Johanne Lynch	
Louise Oduro-Dominah	Departmental Rota Writer
Heike Prinzhausen	Wellbeing Lead
Katherine Railton	
Stewart Reid	Paediatric intensive care
Paul Rolfe	Chronic pain management; Paediatric Pain Service Lead
Christine Tjen	Paediatric neuroanaesthesia
Helen Underhill	Training Programme Director for Anaesthesia EoE

<b>Transplant Anaesthesia</b>	
Hemantha Alawattegama	
Brock Andreatta	Speciality Lead for Anaesthesia and Theatres
Timothy Baker	
Katrina Barber	Joy in Work Co-Lead
Vibhay Kakhandki	Co-Lead for EPIC
Elena Marini	Lead for Senior Clinical Fellows
Vishal Patil	
Anand Puttappa	
Anand Sardesai	Transplant Anaesthesia Lead; Regional anaesthesia
Rokas Tamosauskas	Chronic pain management
Beate van Wyk	Departmental Rota Writer
<b>Neuroanaesthesia</b>	
Ram Adapa	Departmental rota writer; Orthopaedic anaesthesia
Thomas Bashford	Lecturer in the University Department of Engineering
Anne Booth	Clinical Lead for Adult Transfer Service, TPD for Virtual Learning
Cinzia Cammarano	
Derek Duane	
Lisa Harvey	Website Administrator
Sylvia Karcheva	Departmental Rota Writer
Vaithy Mani	Lead for Neuroanaesthesia, Co-lead for EPIC
Amit Prakash	CESR Lead, Sedation Committee Chair
Eschtike Schulenburg	College Tutor; Deputy Regional Advisor
Alessandro Scudellari	
Magda Smith	
Mark Vivian	

<b>Intensive Care Medicine</b>	
Peter Bradley	Vascular anaesthesia, vascular access
Peter Featherstone	Specialty Lead for Intensive Care
Stephen Ford	Lead for Recruitment
Milena Georgieva	
Ian Goodhart	OIR/PACU Lead
Christopher Hall	
Andrew Johnston	Vascular access, Upper GI anaesthesia
Meike Keil	
Raz Mahroof	
Jonathan Martin	
Andrew Conway Morris	Honorary Consultant in ICM
Vilas Navapurkar	
Kamal Patel	(non-anaesthetist)
Jacobus Preller	(non-anaesthetist)
Susan Stevenson	
Charlotte Summers	Professor of Intensive Care Medicine; (non-anaesthetist)
Monica Trivedi	Lead for Rapid Response Team
James Varley	Clinical Director for Critical Care; Vascular access
<b>Neuro-Critical Care</b>	
Rowan Burnstein	Trauma anaesthesia, Head of School of Anaesthesia for the EoE
Jonathan Coles	Clinical Professor of Intensive Care Medicine
Adriana Cordier	Prehospital Medicine and Emergency Medicine
Ari Ercole	Deputy Chief Clinical Information Officer, Neuroanaesthesia
Arun Gupta	Director of Postgraduate Medical Education – CUHP, Neuroanaesthesia
Alasdair Jubb	Trauma lead
Andrea Lavinio	Deputy Medical Examiner, Clinical Lead for Organ Donation
Virginia Newcombe	Emergency medicine; research
Vikram Malhotra	FICM Faculty Tutor
Basil Matta	Neuroanaesthesia
David Menon	Professor and Director of Research, Department of Medicine
Ronan O'Leary	Speciality Lead and Director Healthcare Data Programme
Aoife Quinn	Lead for Recruitment, FICM WICM committee member

### **The John Farman Intensive Critical Care Unit (JFICU)**

The John Farman ICU (JFICU) is an expanding, innovative and dynamic 32-bed general intensive care unit which admits over 1000 patients per year from all the major specialties excluding cardiac (most neuro-sciences and trauma patients are admitted to our sister ICU, NCCU). The majority of admissions to JFICU are emergency admissions and represent the complex mix of patients in Addenbrooke's with large numbers of transplant and hepatology patients. The JFICU medical team is also responsible for 24/7 medical support of the Rapid Response Team (RRT), which is responsible for the assessment and immediate care of all deteriorating adult patients in the organization.

### **Neurosciences and Trauma Intensive Care Unit (NCCU)**

NCCU is a highly successful, busy critical care unit serving a population of 6.25 million people in the East of England and receives patients from a wide range of clinical networks and pathways.

It delivers exceptional outcomes, for example, the East of England Major Trauma Centre demonstrates the best standardised excess survival of all adult MTCs in the UK.

### **Clinical Work**

This post is part of the consultant complement of the Anaesthesia and critical care service, and the post-holder will be expected to make a substantial contribution to clinical care, service development and promote collaborations within the Cambridge University Hospitals NHS Foundation Trust. He/She must be fully trained in **Anaesthesia and/or Intensive Care Medicine**. The clinical component of the post will consist of 5PAs (including DCC and SPA activity).

The provisional timetable for the post will be dependent on the individual appointed but would comprise scheduled clinical activity and clinically related activity within Anaesthesia and/or intensive care and include weekend and overnight on-calls. Clinical activity and clinically related activity components of the job plan will be scheduled within a rota which annualises all ICU clinical activity and which allows scope to undertake sessions in Anaesthesia.

Agreement should be reached between the appointee and their Divisional Director or agreed delegate with regard to the scheduling of all other activities, including Supporting Professional Activities. Timetabled sessions may vary depending on service needs and colleagues leave.

Different models of delivering consultant care are currently being considered and the rota and job plans may change during the period leading up to the successful applicant taking up this post, or following appointment. The likely initial timetable (based on the current consultant working pattern) will be based on a 10 PA annualised job plan with around 6-7 DCC PA sessional commitment to Anaesthesia or ICU.



# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
Educated to degree level, normally with a PhD in the relevant specialist subject area	✓	
<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	✓	
Knowledge of processes involved in conducting clinical research in the NHS	✓	
An interdisciplinary and collaborative research approach		✓
Acquisition of an Intermediate Fellowship or Clinician Scientist Funding		✓
Completed supervision of students for higher research degrees		✓
<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		✓
<b>Clinical</b>		
Entry on GMC Specialist Register or eligible for entry on Register or within six months of receipt of certificate of completion of specialist training at time of interview	✓	
Clinical training and experience equivalent to that required for gaining UK completion of training in Anaesthesia and/or Intensive Care Medicine	✓	

Wide experience and interest in anaesthesia/intensive care medicine, and the ability to offer expert clinical opinion required to fulfil all aspects of the job plan	✓	
Ability to take full and independent responsibility for clinical care of patients, and advise on efficient and smooth running of the clinical service	✓	
Experience of working as a Consultant in Anaesthesia and/or Intensive Care Medicine		✓

## 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.

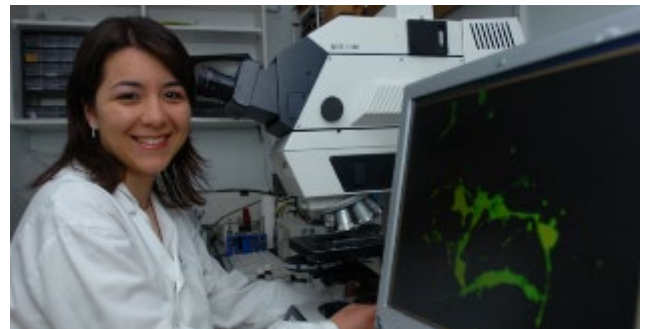
Attribute	Level
<b>Valuing Diversity</b>	A
<b>Achieving Results</b>	A
<b>Communication</b>	A
<b>Innovation and Change</b>	B/A
<b>Negotiating and Influencing</b>	B
<b>People Development</b>	B
<b>Relationship Building</b>	B/A
<b>Strategic Focus</b>	B

# Department of Medicine

The Department of Medicine provides high quality research, teaching and patient care. We are the largest department within the University’s School of Clinical Medicine, and currently house over 70 research groups and over 600 staff and students.

Research is the major focus of the Department, extending from basic biomedical research through to disease mechanisms and clinical translation. Our work is intimately linked to other scientists throughout the Cambridge Biomedical Campus, the UK, and the wider international community. To support this work the Department holds research grants totaling in excess of £195m, with an annual expenditure of over £40m. Research is divided into four sections: Perioperative, Acute, Critical Care and Emergency Medicine (PACE), CardioRespiratory Medicine (CaRM), Immunology and Infectious Disease (IMID), and Specialty Medicine, Research and Training (SMaRT).

the Cambridge Institute of Therapeutic Immunology and Infectious Disease (CITIID) and, from 2022, the new Heart and Lung Research Institute (HLRI). Members of the Department also have research groups in the Cambridge Institute of Medical Research, CRUK Cambridge Institute and the Institute of Metabolic Sciences.



The Department is closely linked to Addenbrooke’s Hospital, a major University Teaching Hospital with over 1,000 beds and a comprehensive range of regional services for the whole of the East of England. The Department also has links to the recently relocated Royal Papworth Hospital which is a national leader in organ transplant. Members of the Department play a major role in contributing to patient care at both hospitals, with direct input into 18 different medical specialty areas.

In addition to their research interests, two-thirds of Principal Investigators are also clinically active, and a number of NHS employees with active research interests are also hosted within the Department, where they hold Associate PI status. The Department is also heavily involved in clinical student education and runs successful MPhil and PhD programmes.

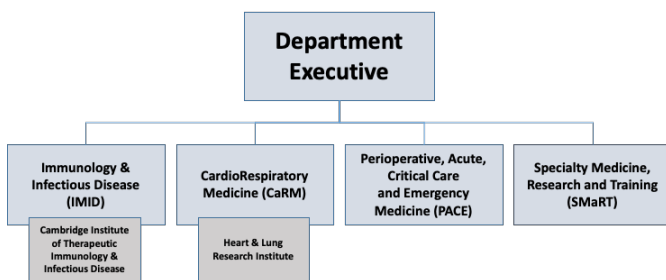
The Department of Medicine makes a major contribution to clinical service delivery and education as part of Cambridge University Health Partners, and this integration is critical to its focus on improving healthcare throughout the UK and abroad.

[www.med.cam.ac.uk](http://www.med.cam.ac.uk)

There is a major focus on interaction with industry, with the longstanding presence of the GSK Cambridge Clinical Unit, and the recent arrival of the Global Research and Corporate Headquarters of AstraZeneca playing an important role in this.

In addition to occupying five floors of Addenbrooke’s Hospital, members of the Department are also located in the MRC Laboratory of Molecular Biology, the Addenbrooke’s Centre for Clinical Investigation,

## Department of Medicine Sections



# 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

Appointments are to the retiring age for established academic positions. For University Associate Professors the appointment is subject to satisfactory completion of a five-year 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 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

This role requires an enhanced Disclosure and Barring Service (DBS) which will be conducted as part of the Honorary Contract Application. Any employment offer will be conditional upon the satisfactory completion of this/these check(s) and receiving Honorary Contract with relevant NHS Trust; whether an outcome is satisfactory will be determined by the University.

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

**Health declaration** - once an offer has been made the successful candidate is required to complete a work health declaration form.

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

### Equality and Diversity

We particularly encourage women and/or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

### Information if you have a disability

The University welcomes applications from individuals with disabilities and is 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 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.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

*Stephen Toope, Vice Chancellor 2019*



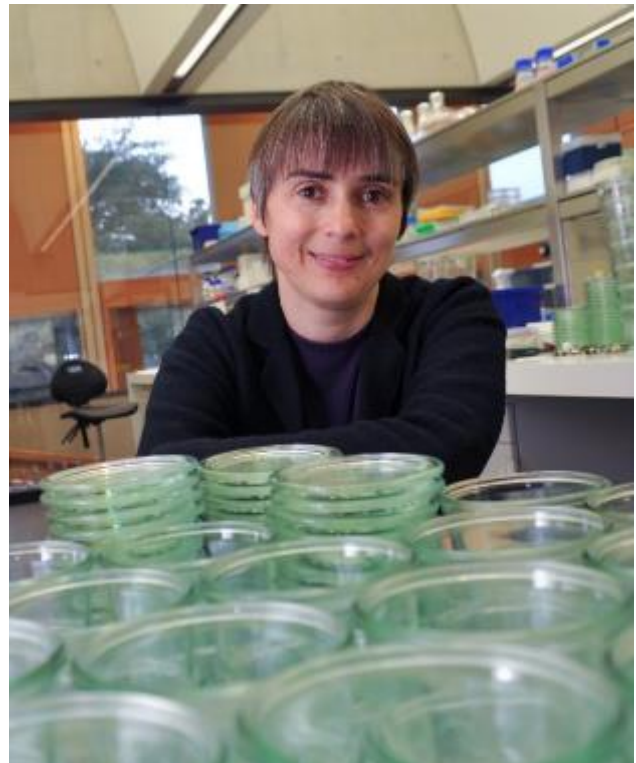
# Working at the University

**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:

Prof Jonathan Coles

**Tel: 01223 217889**

**Email: [jpc44@cam.ac.uk](mailto:jpc44@cam.ac.uk)**

If you have any queries regarding the application process please contact CS HR Clinical [cshrcinical@admin.cam.ac.uk](mailto:cshrcinical@admin.cam.ac.uk).

The closing date for applications is: **Sunday 05 May 2024.**

The interview date for the role is: **TBC**