

# NIHR Clinical Lecturer in Geriatric Medicine

Department of Medicine

CLOSING DATE: 28 April 2024

Job Reference: RA36509



# NIHR Clinical Lecturer in Geriatric Medicine

## Salary:

£39,260 - £68,478 pa

## Contract:

Fixed Term for 4 years or to CCT

## Location:

Cambridge

## Faculty / Department:

Medicine

## Responsible to:

Dr Elizabeth Warburton

## Working Pattern:

Full Time

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

The Clinical Lecturer will be required to undertake research, clinical work and training and also teaching duties as assigned by the Head of Department. The field of research will be determined by the successful applicant in discussion with the Academic Lead, Dr Elizabeth Warburton and the Head of Department, Professor Ken Smith.

**Please note this post has been awarded with the research theme 'Health Needs of Older People'. The appointee will be expected to develop a research programme in that theme area.**

The Clinical Lectureship is aimed at doctors with a PhD/MD (or equivalent) who already have core specialty training experience, have gained the MRCP, and show outstanding potential for continuing a career in academic medicine. It provides opportunities for post-higher degree research and facilitates applications for further research funding and postdoctoral academic training for doctors working towards completion of specialty training (ST 3 and above). Clinical Lecturers (CLs) spend 50% of their time undertaking specialist clinical training and 50% undertaking research. It is expected that CLs will complete their specialty training during the period of the Lectureship. The specialty training programme to be followed will be determined by the successful applicant in discussion with relevant members of the operational board of the Deanery Postgraduate School of Medicine.

## Eligibility

The post is open to doctors who have completed a PhD/MD Fellowship (or equivalent) or an MB PhD programme, have gained the Membership of the Royal College of Physicians (or equivalent), and who meet the entry criteria for entry into specialty training. Applicants should as a minimum have completed core competencies for the geriatric and general medicine CCT (ST 3 level and above) The post is aimed at applicants who have already completed at least one year in full time specialist training in DME and General Medicine.

## NHS Department of Medicine for the Elderly

The Department of Medicine for the Elderly (DME) is one of the clinical services within Medicine. The service is needs-based and the majority of in-patients are frail with complex medical, psychological and social co-morbidities; the average age is mid to late-80s. There are currently five 'core' DME wards, a 26-bedded Frailty and Acute Medicine for the Elderly ward (FAME) and a 14-bed Elderly Trauma Unit (ETU). Currently many of the over-75s in the Trust are distributed through medicine and surgery, with the frailest in DME specialist beds. Almost all the in-patients are admitted through the single emergency area at Addenbrooke's, the Emergency Assessment Unit (EAU) and patients are triaged within 4 hours directly to the service that meets their needs rather than to a Medical Assessment Unit. An otherwise fit 90 year old with a 'single' system problem will be admitted to that specialist service eg with an MI to CCU; if there is multiple co morbidity or presentation such as a fall, admission is to AME if a short length of stay (<6 days) is anticipated or to a core DME ward if a longer stay is likely. One of our core wards has been redesigned as a specialist delirium unit.

The consultants are responsible for inpatient and outpatient services at Addenbrooke's. All the consultants rotate through their core ward and AME and some also take part in the general medical take. Each DME ward has a ward-based multidisciplinary team, including physiotherapy, occupational therapy, discharge planning/ case manager and there is pharmacy support and a full range of other clinical and diagnostic services. There are 2 senior clinical nurses or 'modern matrons' within DME. There are close links with the community and some consultants have sessions outside Addenbrooke's including work in community hospitals run by the PCT. Other duties include liaison work to advise medical and surgical colleagues on the care of older patients elsewhere in the Trust and facilitate discharge planning.

The stroke service is a separate clinical unit, but has close links with medicine for the elderly, neurology, neuroradiology and general medicine. The service offers comprehensive stroke care including thrombolysis, regional thrombectomy and regional hemicraniectomy. The stroke service was rated at 'A' on the latest national audit (SSNAP).

There are 7 NHS consultants in stroke medicine some of whom share clinical duties with DME. The stroke physicians rotate through the hyperacute (HASU) service and rehabilitation ward (Lewin ward) as well as providing TIA and stroke clinics. An AF screening service (SOS-AF) is supported by 2 consultants and 2 AF nurses. The stroke service is supported by a county wide Early Supported Discharge (ESD) service which has been operational since 2018. Some consultants contribute to the regional telemedicine service for thrombolysis operational since 2011. Professor Hugh Markus, Professor of stroke medicine, leads the academic department. Dr Nick Evans will start as The Stroke Association Senior Lecturer in April 2023.

Extensive reorganisation and expansion of the Department of Medicine for the Elderly is underway. Three new consultant colleagues were recently appointed and have been working to develop the medical liaison, surgical liaison and rapid access services. A frailty unit has recently been established.

### Staffing: NHS and Academic

The present medical staff establishment comprises:

<b>NHS DME Consultants and their area of interest</b>
<b>Dr Lelane Van de Poel (clinical lead)</b>
Dr Stephen Wallis, (medical liaison, rapid access); Divisional Director Division C.
Dr Richard Biram (surgical liaison)
Dr Jane Wilson (falls)
Dr Madhavi Vindlacheruvu and Dr Chinga Chleshe (orthogeriatrics)
Dr James Diver (rapid access, end of life care) Dr Joanna Hampton (rapid access, syncope)
Dr Shaun D'Souza (surgical liaison , Trust Medical Examiner)

Dr Victoria Keevil (frailty, research); MRC lecturer award for NHS consultants  
 Dr Christina Pampali – (surgical liason)  
 Dr Matthew Butler (frailty; nursing home liason)  
 Dr Ali Mackett (Parkinson's disease); RCP Tutor and Regional Training Director  
 Dr Renate Classon  
 Dr Kathryn Turner –(Parkinson's disease)  
 Dr Helen Hayhoe (Frailty and legal aspects of medical practice)

**Stroke Medicine** Consultants: Dr Liz Warburton (Speciality lead) Dr George Zachariah, Dr Eoin O'Brien, Dr Smriti Agarwal, Dr Nick Evans, Dr Kayvan Khadjooi, Dr Mathilde Pauls, Professor Hugh Markus.

NIHR Clinical Lecturer: Dr Isuru Indurawa

Dunhill Fellow (PhD) Dr Shiv Bakta

There are 2 community geriatricians who work for Cambridgeshire Community Services, the provider arm of the PCT, NHS Cambridgeshire. Dr Rhian Simpson is based in Ely and Dr Viveca Kirthisingha is based in Cambridge. They have honorary contracts at Addenbrooke's and visit to improve patient flow, assess selected patients for the community and join the Friday morning programme for CME.

<b>Trainee Medical Staff</b>	
Specialist Registrars/Specialty Registrars	6
ACF posts	2
ST1s/ST2s	Complex rotation with medicine so that there are usually 2 doctors from these grades per ward
Foundation House Officer 1s and 2s	

### **Clinical Speciality / Division**

#### **Medical Services**

Following a reorganisation in 2014, the Trust now has systems orientated directorates and divisions. The Department of Medicine for the Elderly sits within Division C and shares a directorate with Acute Medicine, the Emergency Department, Clinical Pharmacology and Palliative Care. The current Clinical Director is Dr Tim Burton. Other directorates within the Division include: Inflammation / Infection (GUM, Immunology, Respiratory, ID, Allergy) and Transplant (Nephrology, Transplant Surgery, Hepatology, HPB). Stroke Medicine sits within Neurosciences within Division D – current Divisional Director Dr Mark Manford.

The remaining medical specialities sit within other divisions:

Division A: Musculoskeletal, Digestive Diseases, ICU / Periops

Division B: Cancer, Labs, Imaging, Clinical Support

Division C: Acute Medicine including DME, Inflammation / Infection, Transplant

Division D: Neuroscience (including stroke), ENT/H&N/Plastics, Cardiovascular-Metabolic

Division E: Paeds, Obs & Gynae.

Each directorate has a clinical director (a clinician) and a manager. They are responsible for the quality of clinical care within their unit to the Director of the Division of Medicine (Dr Ewen Cameron for Division C) and Medical Director of the Trust, currently Dr Jag Ahluwalia.

### **Research**

The clinical focus of DME is on the care of frail older men and women (approximately aged 75 years and over) who have complex health needs and benefit from comprehensive geriatric assessment and personalised care planning. Considering this, current research themes have focused on measuring clinical frailty in the acute hospital setting. We are exploring how frailty associates with the characteristics, trajectories and outcomes of hospitalised older adults and also how frailty relates to the management of specific conditions such as atrial fibrillation and Parkinson's disease. This has informed development of local clinical pathways and the work has received international recognition, as few acute hospital services have implemented or evaluated the routine measurement of clinical frailty. Much of the work done to date has been made possible by the implementation of an advanced electronic health record system (EPIC) at Addenbrooke's Hospital. This has generated anonymised 'big data-sets' and we have been well placed to utilise this resource. This is an area of potential future expansion and access to the EPIC data platform will continue to develop and provide new lines of enquiry under the appropriate clinical governance and ethical regulations.

The department is currently building academic capacity. Frailty is central to our clinical and academic focus but we are also naturally placed, as a specialty that crosses many disciplines, to foster collaborations. For example, the department is currently co-supervising a doctoral fellowship with Prof Christi Deaton (Florence Nightingale Foundation Professor of Clinical Nursing Research) in hospital associated deconditioning and interventions to prevent such deconditioning. This work is funded by a Dunhill Medical Trust fellowship and additionally involves collaboration with the MRC Epidemiology Unit (University of Cambridge). We also directly supervise an academic clinical fellow with an interest in Parkinson's disease and have strong links with the stroke medicine department at Addenbrooke's hospital and the Department of Public Health and Primary Care (University of Cambridge). Furthermore, we are now looking to develop research themes focusing on medicines safety. Polypharmacy has been recently highlighted by the NIHR themed call for research into the 'Complex Health and Care Needs in Older People'. Future quantitative and qualitative work is needed to understand how to optimise appropriate prescribing in frail older adults and utilise new clinical resources, such as prescribing pharmacists. We would welcome additional doctoral trained clinician researchers to expand this or any of our other research themes.

In stroke there is an academic department lead by Professor Hugh Markus. Here there are funded programmes of research in small vessel disease (genetic and imaging based). Professor Markus has a large research group with currently two clinical research fellows. Professor Markus leads the Eastern CRN stroke theme. Dr Liz Warburton leads research in carotid imaging in collaboration with Dr James Rudd (cardiology) and platelet based stroke research in collaboration with the University departments of Biochemistry and Chemistry. There is an interest in frailty and stroke research led by Dr Nick Evans the Stroke Association Senior Lecturer. Liz Warburton leads the hyperacute stroke research centre and there is an active programme of recruitment into CRN portfolio studies. Dr Liz Warburton collaborates with Professor Matt Lambon-Ralph at the MRC Cognition and Brain sciences unit on funded projects in aphasia.

### **Training and Supervision**

Clinical training is supervised by the Higher Training Committee overseen by the East of England Deanery. They will carry out an Annual Review of each trainee's progress. The specific learning objectives set for each placement will be appraised at this review. The trainees will be expected to maintain a logbook of experience gained to support their learning objectives. In addition the clinical lecturer will keep an account of teaching feed-back from students and progress in research activity which will form part of their overall annual review.

# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
Educated to degree level, normally with a PhD in the relevant specialist subject area	✓	
GMC Registration and Licence to Practice	✓	
<b>Academic</b>		
A developing bibliography of research publications	✓	
Demonstrate a firm commitment to teaching at both the undergraduate and postgraduate levels	✓	
A track record of securing research funding		✓
Willing to take a leading role in the supervision of Research Students	✓	
An interdisciplinary and collaborative research approach		✓
<b>Leadership experience and achievements</b>		
Willingness to undertake management and administrative duties	✓	
Proven ability to lead and inspire a team and work with vision and foresight		✓

# Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

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

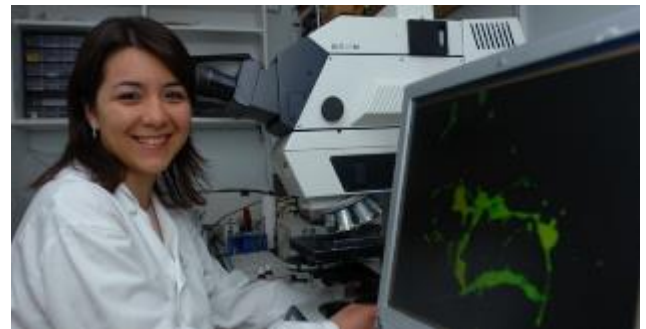
# Department of Medicine

The Department of Medicine is one of the largest of the departments in the School of Clinical Medicine and contains 12 divisions with broad interests that are of relevance to human disease. Our work extends from basic biomedical research through to the clinic, and is intimately linked to other scientists throughout the Cambridge Biomedical Campus, the UK and the wider internationally community.

The Department is located over 5 floors of Addenbrooke's Hospital, the MRC Laboratory of Molecular Biology, the Addenbrooke's Centre for Clinical Investigation, and the Cambridge Institute for Therapeutic Immunology and Infectious Disease (CITIID) within the Jeffrey Cheah Biomedical Centre. Members of the Department also have research groups in the Cambridge Institute of Medical Research, CRUK Cambridge Institute, and the Institute of Metabolic Sciences.



Research is the major focus of the Department, spanning fundamental aspects of biology through work on disease mechanisms to clinical translation, and the Department currently hold research grants totalling in excess of £140M with an annual turnover of £29M. In addition the Department plays a major role in contributing to patient care at Addenbrooke's and Papworth hospitals. It provides direct medical input into eighteen different speciality areas, with two-thirds of Principal Investigators being clinically active.



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. It therefore makes a major contribution to 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.



Professor Ken Smith, Head of Department



# School of Clinical Medicine

Doing great work in a great place to work

## About the School

The School of Clinical Medicine currently employs nearly 3,000 people, spanning all varieties of staff type from Academic Professors to administrative support.

In 1976 in response to the recommendation of the Royal Commission on Medical Education in the late 1960's, a complete medical course was re-established in Cambridge with the opening of the School of Clinical Medicine at the new Addenbrooke's Hospital site.

On 21st November 1980, HRH The Duke of Edinburgh, the Chancellor of the University of Cambridge, officially opened the Clinical School Building which presently accommodates the medical library, lecture theatres and seminar rooms.

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine.



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

The School aims to provide leadership in education, discovery and healthcare. It will achieve this through; inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

## The School will:

Through inspirational teaching and training, educate individuals who:

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills demonstrate a caring, compassionate and professional approach to patients and the public and
- are equipped to become future international leaders of their profession.

Through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- understand fundamental biology and thereby the mechanisms underlying disease integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.

# Terms of Appointment

## Tenure and probation

This is a fixed term appointment for a maximum of 4 years or until you obtain CCT (subject to any extension that you apply for and be granted by NIHR, which can be for a maximum of 24 months). This appointment is subject to the satisfactory completion of a 12-month probationary period.

This is an integrated appointment between the University and the relevant NHS Trust/Body ("NHS Trust"). You will therefore also be issued with an Honorary Clinical Contract by the NHS Trust. You should be aware that if your contract with the NHS Trust is terminated your employment with the University will be terminated, and vice versa.

You will require GMC registration, License to Practice and Medical Defence Cover for the duration of your appointment.

## Hours of Work and Working Pattern

The appointment is full-time.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University: [www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Academics are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside full term.

## Sabbatical leave

Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

## College membership

Membership of a College adds an important social and many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Colleges expect all their teaching fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary.

Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

## Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

## General information

### Pre-employment checks

**Right to work in the UK** - we have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

### Screening Checks

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

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

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

**Qualifications** - the person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

## Equality and Diversity

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

**inclusion:**

<https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)

**Information if you have a disability**

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at

<http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position. Alternatively, you may contact the Clinical School Recruitment Team who are responsible for recruitment to this position via:

[cshrstaffhub@admin.cam.ac.uk](mailto:cshrstaffhub@admin.cam.ac.uk)



# The University

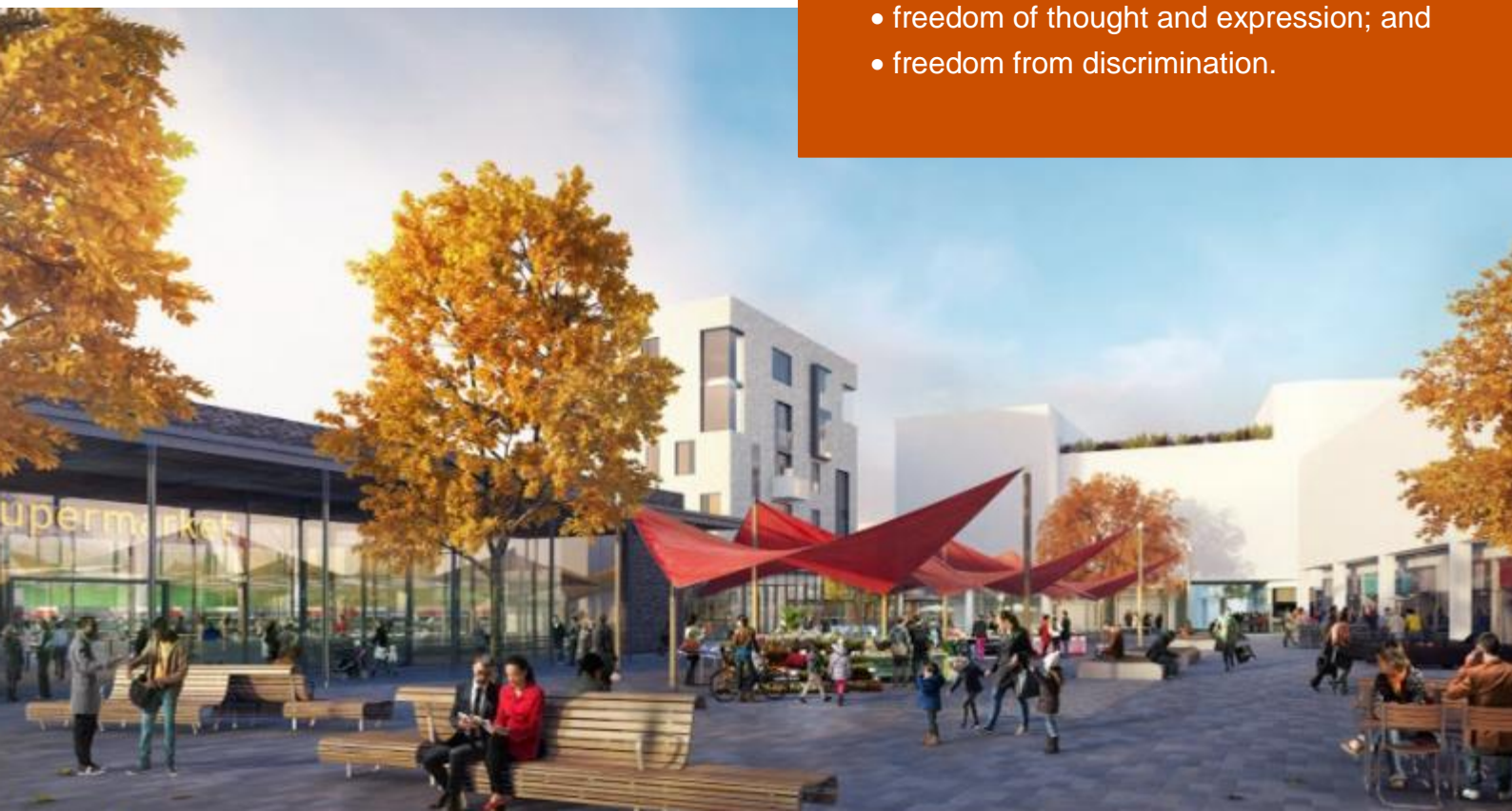
**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates 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*



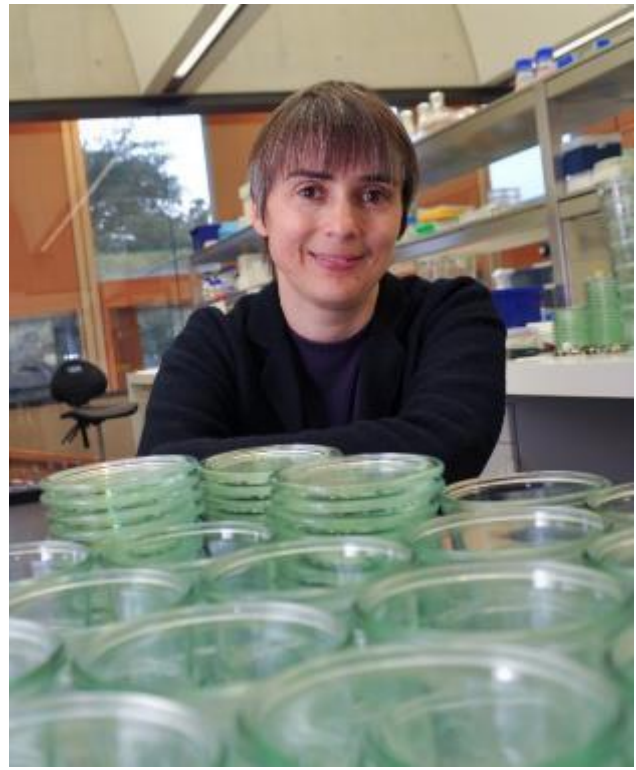
# Working at the University

**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:  
Dr Elizabeth Warburton; [eaw23@medschl.cam.ac.uk](mailto:eaw23@medschl.cam.ac.uk).

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

The closing date for applications is: Sunday 28 April 2024.

The interview date for the role is: TBC