

# NIHR Clinical Lecturer in Ophthalmology

Department of Clinical Neurosciences

CLOSING DATE: 28 April 2024  
Job Reference: RA36509



# NIHR Clinical Lecturer in Ophthalmology

**Salary:**

£39,260 - £68,478 pa

**Contract:**

Fixed Term for 4 years or to CCT

**Location:**

Cambridge Biomedical Campus

**Department:**

Clinical Neurosciences

**Responsible to:**

Professor Patrick Yu Wai Man,  
Professor of Ophthalmology

**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

**Background**

The Department of Clinical Neurosciences conducts world leading research to understand the nervous system in both health and disease in order to develop new treatments for incurable neurological disorders. Embedded within Cambridge University Hospitals, the Department works closely with research partners in the NHS Trust, other Departments of the Clinical School, and across the University as a whole.

The University Department hosts a critical mass of world-leading researchers studying the eye and vision working in partnership with the NHS Department of Ophthalmology and physiologists and psychologists in the University School of Biological Sciences. We are seeking a new member of the vision research group within the Department who has a complementary academic interest relevant to clinical ophthalmology. Relevant research areas include glaucoma, neuro-ophthalmology, medical retina, and inherited eye diseases – although this list is not exclusive.

The Department provides an excellent environment for an outstanding clinical scientist to do extraordinary work in ophthalmology. There is enormous potential to harness the basic and mechanistic science hosted within the Department and more broadly within the University in order to develop new treatments for eye disorders.

The Cambridge Clinical Vision Lab located on Level 3 of the Cambridge Clinical Research Centre provides a state-of-the-art facility for visual assessment in a strategic location next to the "Early Phase Trials Unit" (<https://www-neurosciences.medschl.cam.ac.uk/mitocamb/clinical-vision-lab/>).

We provide access to a comprehensive suite of equipment that includes high-resolution retinal imaging, visual electrophysiology and advanced psychophysics. As a cross-cutting facility embedded within the Cambridge NIHR CRF, the Cambridge Clinical Vision Lab has significantly enhanced our capacity to conduct advanced gene and cell-based therapies for ocular and neurodegenerative diseases on the Cambridge Biomedical Campus (Lead: Professor Patrick Yu Wai Man).

**Purpose of the Role**

The Appointments Committee for Clinical Lecturers (CLs) in the School of Clinical Medicine invite applications for a post in Ophthalmology, in the Department of Clinical Neurosciences to take up the appointment as soon as convenient. Applicants should have had suitable experience and training in Ophthalmology. They should be of the standing required for an Honorary Contract of Service with the NHS East of England as a Specialist Registrar.

The successful candidate will be recommended for an honorary clinical contract with the Cambridge University NHS Foundation Hospitals Trust.

This is a fixed term appointment for a maximum of 4 years or until the post-holder obtains CCT (subject to any extension that may be applied for a maximum of 24 months).

The CL will be required to undertake research, clinical work and training and also teaching duties in discussion with the Academic Lead for Ophthalmology (Professor Yu Wai Man). They will be expected to be clinically active, and work in partnership with the Clinical Department of Ophthalmology in Cambridge University Hospitals NHS Trust, as well as the various research teams working in vision. They will benefit from a strong research environment and the excellent facilities available within the Department and the University.

**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.**

### **Eligibility**

Applicants must demonstrate outstanding potential for continuing a career in academic medicine. The post is open to doctors who have completed a PhD/MD Fellowship (or equivalent), have gained the Membership of the Royal College of Ophthalmologists (or equivalent) and who meet the entry criteria for entry into specialty training. 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 (from ST3 to ST7). CLs spend 50% of their time undertaking specialist clinical training and 50% undertaking research. It is expected that CLs will complete their specialty training during the period of the Lectureship. The speciality training programme to be followed will be determined by the successful applicant in discussion with relevant members of the operational board of the Deanery Postgraduate School of Medicine.

### **Description of the Research Component of the Clinical Lecturer Post**

The CL will have 24 months of protected research time over the four-year appointment with access to research training opportunities in diverse disciplines. The research component of the post may be undertaken with any University of Cambridge research group working on any aspect of vision.

### **Description of the Clinical Component of the Clinical Lecturer Post**

The CL will work with an educational supervisor to determine his or her clinical training needs and to achieve the curriculum requirements of Ophthalmology training. These will be validated at an annual ARCP and appropriate clinical attachments will be arranged by the Training Programme Director as appropriate. Clinical and research components can be done in alternating full-time “blocks” or combined into one weekly timetable, as determined by the needs of the research and at the discretion of the Training Programme Director.

### **Mentoring / Training / Supervision**

The CL will be mentored by Professor Yu Wai Man working in the Department of Clinical Neuroscience to ensure that research and clinical components of the post are integrated.

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 CL will be expected to maintain a logbook of experience gained to support his/her learning objectives. In addition, the CL will keep an account of teaching feedback 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		✓

# Department of Clinical Neurosciences

The Department of Clinical Neurosciences is located at the Cambridge Biomedical Campus and currently hosts over 300 academic and associated staff. The aim of the Department is to understand the nervous system in health and disease in order to develop new treatments for incurable neurological disorders. Embedded within Cambridge University Hospitals, our research questions stem from problems we have encountered in the clinic, and directly address the needs of patients and families.

## Research Themes

Our research is arranged in a number of related themes and integrated with major University, national and international research centres. This research is directly supported by a number of cross-cutting capabilities and clinical disciplines, including the most advanced brain imaging centre in Europe. Our principal research themes are;



- Dementia and Neurodegeneration,
- Hearing and Vision,
- Neuroinflammation,
- Rare Neurological Disorders,
- Stroke,
- Traumatic Brain Injury and Disorders of Consciousness,
- Stem Cell Neurobiology.

Our cross-cutting capabilities span large areas of experimental and clinical neuroscience, conducting independent research and research in support of the Department's major themes.

This vibrant and multidisciplinary research environment comprises; the John van Geest Centre for Brain Repair, Wolfson Brain Imaging Centre and Neuroimaging. Additionally, the Department hosts major

research centres in the form of the Cambridge Centre for Frontotemporal Dementia, the Cambridge Centre for Parkinson's Plus and the Cambridge hub of the UK Dementia Research Institute.



## Neurology and Neurosurgery

We are home to two leading neurology and neurosurgical units in Europe. In neurology, we have particular interests in Parkinson's disease, frontotemporal dementia, Alzheimer's disease, stroke, Multiple Sclerosis (MS) and genetic neurological disorders including mitochondrial diseases. The Unit combines experimental, informatics. Our many techniques include genomics; molecular, stem cell, and computational biologies; disease modelling, advanced imaging and artificial intelligence.

Our academic neurosurgery unit has major interests in acute head injury and disorders of consciousness (together with anaesthetics), glioma biology and treatment, developing new methods of bedside patient monitoring, the dynamics of the blood-brain barrier, brain haemorrhage and novel methods of imaging the damaged brain.



Professor Patrick Chinnery, Head of Department

# NHS Department of Ophthalmology

## Clinical Department

The Department of Ophthalmology at Addenbrooke's Hospital is renowned as a centre of excellence in subspecialty ophthalmology. All ophthalmic subspecialties are represented except ocular oncology.

We accept tertiary referrals from across the region including vitreoretinal surgery, paediatric ophthalmology, medical ophthalmology and specialised glaucoma surgery. The department also includes the national Stickler Syndrome service (Lead: Mr Martin Snead).

In addition to the regional services, we provide a quality core ophthalmology service to our local population. We see approximately 45,000 patients a year in our outpatient clinics. This number is expected to grow as new residential areas are created in Cambridgeshire.

The department has continued to receive significant investment in space and staffing:

- Cambridge Eye Unit (March 2009) which comprises a day case and ambulatory eye surgery unit with twin dedicated theatres.
- New Eye Clinic (April 2012) which provides 12 consulting rooms with a retinal imaging suite and outpatient treatment room for intravitreal injections.
- Femtolaser Suite (September 2017) which makes us one of the few NHS units that provides femtolaser assisted corneal and cataract surgery.
- New Glaucoma Clinic (July 2020) in partnership with the Vision and Eye Research Institute (VERI) at Anglia Ruskin University in central Cambridge.

Further development of our outpatient and theatre facilities is planned as services continue to expand.

## Teaching and Training

### Medical School Teaching

The department has strong links the Medical School which provides a structured course for medical students.

### Postgraduate Teaching

The department has a formal postgraduate teaching programme which comprises subspecialty based half or full day teaching sessions every month. There are also weekly teaching sessions on Wednesday and Friday mornings.

The department has a simulation facility (including an Eyesi ophthalmic surgical simulator) which provides simulation training for operations and clinic-based procedures.

## Cambridge Eye Research Centre (CERC)

The Cambridge Eye Research Centre (CERC) was established in January 2019 to provide the research infrastructure for clinical ophthalmology at Addenbrooke's Hospital. This was supported by CRN Eastern in order to increase ophthalmology recruitment to NIHR portfolio commercial and non-commercial clinical trials.

Professor Rupert Bourne is the Director of CERC and also currently holds the position of NIHR National Specialty Lead for Ophthalmology. The number of clinical research studies in the department has rapidly increased during the past two years. Support is also provided for a significant number of non-ophthalmology studies requiring ophthalmic assessment (e.g. oncology and vasculitis).

## Medical Staff in Ophthalmology: NHS and Academic

The present medical staff establishment comprises:

<b>NHS Consultants</b>
Mr Phillip Alexander (Vitreoretinal and Stickler syndrome)
Miss Louise Allen (Paeds / Genetics)
Professor Rupert Bourne (Glaucoma)
Dr Erika Damato (Medical Ophthalmology)
Mr Stylianos Georgoulas (Glaucoma)
Miss Brinda Muthusamy (Paeds / Neuro-ophthalmology)
Mr Douglas Newman (Vitreoretinal and Medical retina)
Miss Elena Novitskaya (Paeds)
Mr Jong Ong (Medical Retina)
Miss Arabella Poulson (Vitreoretinal)
Mr Madhavan Rajan (Cornea)
Mr Cornelius Rene (Oculoplastics, Lacrimal and Orbits)
Miss Humma Shahid (Glaucoma)
Mr John Sharp (Cornea and Emergency Eye Care)
Mr Martin Snead (Vitreoretinal and Stickler syndrome)
Mr John Somner (Paeds)
Mr Liam Sullivan (Medical Retina)
Mr Tony Vivian (Adult Oculomotility)
Mr Simon Woodruff (Oculoplastics and Lacrimal)

<b>University (Honorary Consultants)</b>
Professor Patrick Yu Wai Man, Professor of Ophthalmology
Mr Martin Snead, Director of Research

<b>Other Medical Staff</b>
Lecturer in Ophthalmology (current post)
Specialty Doctors - 3
Senior Clinical Fellows - 6 (Cornea, Glaucoma, Oculoplastics, VR, MR, Paeds)
Specialty Registrars - 7
Medical Ophthalmology Trainee - 1
FY2 Trainee - 1

## Relationships with Other Departments

We are fortunate in Addenbrooke's Hospital to have a wealth of colleagues from other medical specialties with whom we collaborate.

# School of Clinical Medicine

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

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

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

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical 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.

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

## **The School will:**

Through inspirational teaching and training, educate individuals who:

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

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

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



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



# Terms of Appointment

## Tenure and Probation

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

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

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

## 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.

## 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 to you will be conditional upon you gaining it.

#### Health declaration

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

#### 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.

**References:** Offers of appointment will be subject to the receipt of satisfactory references.

#### Screening Checks

This role requires a basic disclosure/ standard Disclosure and Barring Service (DBS) Check/an enhanced Disclosure and Barring Service (DBS) check/a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); 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.

## Equality and Diversity

We particularly encourage women and 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. 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/office/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 and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.





## About Us

**The University is one of the world's leading academic centres.**

It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £1.66 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds 400 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support.

The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

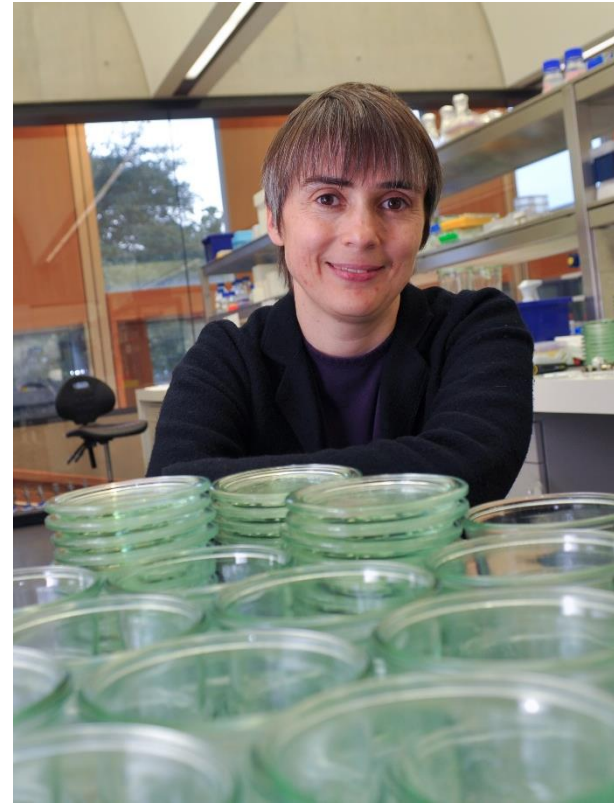
Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

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

# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 12,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels. Further-more, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women. We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment. The University has signed up to the Race Equality Charter, a notional framework for improving the representation, progression and success of minority ethnic staff and students within higher education.



## Living in Cambridge



**Cambridge is rich in cultural diversity.** From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away.

The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Further information about attractions in and around Cambridge can be found at [Visit Cambridge](#), the official tourism website for the city.

# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.



## **CAMbens employee benefits**

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses. CAMbens Cycle to Work salary sacrifice schemes are also available, which enable employees to save money on transport costs. A discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University

## **Family-friendly policies**

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care. In addition, our highly regarded workplace nurseries, Tax-Free childcare and a high quality holiday play scheme are available to help support University employees with caring responsibilities. The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

## **Your wellbeing**

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the **Cambridge Science Festival** and **Cambridge Festival of Ideas**, as well as **Open Cambridge** weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

# What Cambridge can offer

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

## Relocating to Cambridge

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

## Equality & diversity

The University has a vibrant and varied community. We support and encourage under-represented groups and we value diversity. We welcome applications from individuals with disabilities. Our recruitment and selection procedures follow best practice. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here:

<https://www.equality.admin.cam.ac.uk/>



## Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. Apprenticeship programmes also available to support employees to develop their skills, experience and qualifications.

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

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

# Clinical School Benefits

## Cambridge Biomedical Campus

Being based on Cambridge Biomedical Campus gives the University of Cambridge School of Clinical Medicine employees an unrivalled range of on-site amenities.

### These include:

#### Core amenities

- Marks & Spencer Simply Food
- Clothes & Gift shops
- The Body Shop
- Newsagent
- Barclays Bank
- Hairdressers
- Costa Coffee/Starbucks
- Various food outlets

#### Sports and Leisure

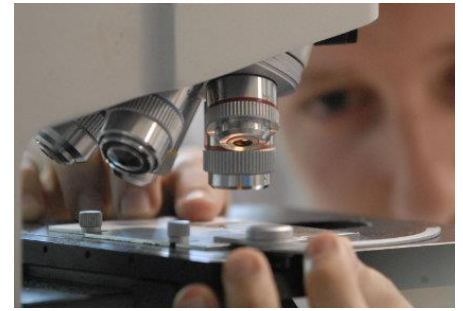
The Frank Lee Sports and Leisure Centre on the Campus is open to everyone who works on the Campus including employees of companies. The Centre offers a comprehensive range of activities for both adults and children (during the school holidays). Facilities include a 25m heated indoor pool, tennis and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

#### Childcare

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

#### Apprenticeship opportunities

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



## Clinical School Wellbeing Programme

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

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

## Equality, Diversity and Inclusion

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

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

# How to apply

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

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to:

**Professor Patrick Yu Wai Man** ([py237@cam.ac.uk](mailto:py237@cam.ac.uk)).

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

The closing date for applications is: Sunday 28 April 2024

The interview date for the role is: TBC