

# Director of the CRUK Cambridge Centre

Clinical Professorship  
(Honorary Consultant)

Closing date: 14 August 2025  
Job reference: RD46551



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# Welcome to The School of Clinical Medicine

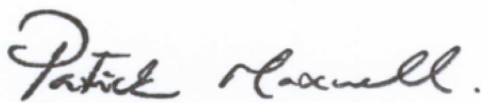
Thank you for considering the opportunity to join our distinguished University, here at the School of Clinical Medicine.

We are thrilled to welcome candidates who share our passion for education, innovation and community. We provide the unique opportunity to drive educational excellence, spearhead innovative research, and shape the future of our esteemed department.

Our community thrives on creativity, collaboration and a commitment to making a global impact, and we look forward to how your expertise and vision will enhance our vibrant community.

Join us on this thrilling journey as we continue to push boundaries, inspire breakthroughs, and transform lives worldwide.

Yours sincerely,



Professor Patrick Maxwell | Dphil FRCP  
FMedSci

Regius Professor of Physic &  
Head of the School of Clinical Medicine





# The Role

The Cancer Research UK Cambridge Centre amalgamates all cancer research in Cambridge.

The Centre comprises of over 1,200 members and 200 research groups drawn from over 34 departments, institutes and units across all six schools of the University of Cambridge and affiliated NHS Trust Hospitals including fundamental, translational and clinical cancer researchers. The mission of the Centre is to end death and disease caused by cancer through research, treatment and education.

The University, in partnership with Cancer Research UK, will seek a new Clinical Professor (Honorary Consultant) who will serve as the Centre's Director.

It is proposed that the successful candidate will also be based at the Cancer Research UK Cambridge Institute - the largest single research organisation within this network - as a Senior Group Leader.

Senior Group Leader positions at the CRUK Cambridge Institute carry a significant package of financial support of approximately £3.5 million over five years, alongside dedicated in-house service from our core facilities and operational teams. A Senior Group Leader appointment would be subject to the candidate's research programme aligning with the Institute's own strategic priorities.

The Centre combines world-class science and technology with excellent patient care to pioneer new ways to prevent, detect, and treat cancer. Research is aligned to eight cross-disciplinary programmes, five virtual institutes and three affiliated physical institutes, all aligned to achieve the following four key strategic objectives:

- Conduct impactful interdisciplinary cancer research
- Adopt a proactive approach to cancer
- Develop the cancer leaders of tomorrow
- Partner with patients and the public

**Salary:** Clinical Consultant Salary plus additional Director payment

**Contract:** Permanent Professorship, fixed Term Director Role

**Location:** Cambridge Biomedical Campus

**Department:** School of Clinical Medicine

**Responsible to:** Regius Professor of Physics

**Working Pattern:** Full Time





# The Role

The new Director will be expected to provide inspirational, scientific leadership to the Centre, and will be responsible for its ongoing strategic development, for ensuring that its research programmes remain at the cutting edge of cancer biology and translational cancer research, and for the day-to-day operational and financial management of the Centre.

The Centre is funded by the CRUK Major Centre Award (MCA), along with additional funding from industry and other national and international charity and research councils. Cancer Research UK is the world's leading charity dedicated to beating cancer through research. The charity is the largest single, independent funder of cancer research in Europe. It provides funding for over half of the UK's cancer research, including the life- saving work of over 4,000 scientists, doctors and nurses fighting cancer on all fronts.

The Director has a large degree of autonomy in establishing the direction and allocation of the Centre's core funding, which presents a unique opportunity to hire an exceptional leader to shape and drive the world class research network, equipped with the resources to bring a strong strategic vision to fruition. The new Director will be an exceptional researcher in their own right, and will be a scientist or clinical scientist with an outstanding international research profile. The Director will embody the vision and ambition of the Centre, and of Cancer Research UK more broadly, and will build on the success of the Centre to date. They will lead the Centre into the future, as it further develops as an international centre of excellence.

If appointed as a Senior Group Leader within the CRUK Cambridge Institute, the postholder would maintain an internationally leading research programme. At a national level, they will be expected to help drive collaborative working across the CRUK research

network and, at an international level, be an advocate for CRUK and its mission.

Key responsibilities of the role include:

- Developing an ambitious scientific vision and strategy.
- Providing scientific leadership and maintaining the highest international standards of research.
- Management and professional development of all Centre Administrative staff.
- Contributing to the development of the wider vision and strategy for cancer research in the University of Cambridge and ensuring the research programme of the Centre and the broader University are aligned to each other and with the wider vision.
- Ensure effective and efficient operational and financial management across relevant activities within the Centre.
- Ensuring that research within the Centre is aligned with and responds to CRUK's research strategy and contributes to the on-going development of the charity's research direction.
- Delivering clinical sessions depending on area of expertise and directly contributing to the NHS service needs.
- Delivering their own world class research output through their Cambridge Institute research group, if applicable.

The Director will be employed by the University of Cambridge and therefore will have a senior professorial appointment. They will therefore play a critical role in the development of the wider cancer programme across the University, as well as ensuring that effective links exist between the Institute and the University, and other key partners.



# Person Specification

| Criteria  | Essential | Desirable |
|---|-----------|-----------|
| <b>Education</b>  |           |           |
| PhD science qualification   | ✓         |           |
| *The successful applicant will be required to obtain GMC registration and a license to practice in the UK to be appointed as a Clinical Professor   | ✓         |           |
| <b>Skills &amp; Experience</b>  |           |           |
| Outstanding personal record in discovery and translational cancer research as evidenced by his/her publication record and invitations to present at the prestigious international scientific meetings         | ✓         |           |
| Demonstrable experience of the development and delivery of science strategy, performance improvement and excellence within science institutes/entities  | ✓         |           |
| Track record of working in close collaboration with and influencing senior scientists and clinicians, and other decision makers   | ✓         |           |
| Inspiring and inclusive leadership style, and effective people management skills, developed in collaborative scientific environments  | ✓         |           |
| Proven ability to communicate and engage with staff and associates at all levels across the Institute   | ✓         |           |
| A commitment to the translation of discovery cancer research for patient benefit  | ✓         |           |
| Strategic thinker; Adept at strategic planning and operation within a complex governance environment  | ✓         |           |
| Effective at working and leading within complex environments with multiple stakeholders   | ✓         |           |
| Ability to build effective and trusted working relationships at the highest level in academia and in other partner organisations  | ✓         |           |
| Academic and professional credibility, and political awareness  | ✓         |           |
| Demonstrable highly advanced knowledge of teaching of a particular subject involving a critical understanding of relevant theory and/or principles outside of the immediate specialism                        |           | ✓         |
| Extensive experience of working successfully in complex matrix environments with proven ability to foster collaborative initiatives across disciplines and sectors (e.g. NHS, academic, industry, government) | ✓         |           |
| Experience of working with charity sector funders, engaging and aligning with their strategies.   | ✓         |           |



# 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           | A     |
| Communication               | A     |
| Innovation and change       | A     |
| Negotiating and influencing | A     |
| People development          | A     |
| Relationship building       | A     |
| Strategic focus             | A     |

## Declaration on Research Assessment

The University of Cambridge is a signatory to the San-Francisco Declaration on Research Assessment (DORA), and in recruitment or promotion evaluations will assess research on the basis of its merits rather than the journal or venue in which it is published. Applicants should not include Journal Impact Factors or uncontextualized metrics in their applications. Full details are at: <https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA>

# Our Values



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*To work or study; it is a community where the brightest minds come together to make a profound impact on healthcare and medical science. We invite you to be part of this transformative journey, contributing to groundbreaking discoveries and improving medical practice for individuals and populations around the world. Welcome to a place where excellence in education and research meets a commitment to compassionate healthcare.*

”

Professor Patrick Maxwell | Dphil FRCP FMedSci

Regius Professor of Physic & Head of the School of Clinical Medicine

Developed by professional services colleagues, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered.

The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.

At the School of Clinical Medicine, our values are the foundation of everything we do. They guide our actions and shape our culture, ensuring we stay true to our mission of advancing medical knowledge and improving healthcare.

**Excellence:** We strive for the highest standards in all we undertake—whether in research, education, or professional services. Excellence is our benchmark, driving us to continually push the boundaries of knowledge and practice.

**Togetherness:** We foster a culture of inclusivity, support, and collaboration. By working together, we bring out the best in our colleagues and students, creating a strong community that thrives on mutual respect and shared success.

**Openness:** Transparency and public engagement are central to our approach. We actively involve patients and the public in our research and educational processes, and we are committed to sharing our scientific discoveries broadly and openly.

**Fairness:** We are dedicated to expanding access to medical education and research. By addressing inequalities in health and healthcare, we ensure opportunities are more evenly distributed across society.



# Cancer Research UK Cambridge Institute

The Cancer Research UK Cambridge Institute, housed in the Li Ka Shing Centre, focuses on tumour ecology and evolution. It is one of the largest University departments in terms of grant-funding received, and in 2024 was awarded a new £173 million core award - the largest single CRUK grant ever issued outside London.

The CRUK CI has a diverse faculty comprising both basic and clinical investigators and aims not only to contribute fundamental discoveries in the basic biology of cancer but also to translate these into the clinic in a way that benefits patients. We have particular strengths in multiomics, computational biology, and spatial technology, and currently devote significant research effort to cancers arising in the breast, pancreas, brain, and colon.

Our underlying philosophy is that only by embracing the full complexity of human cancers will we be able to devise new and effective treatment strategies. This leads many of our groups to examine questions relating to tumour heterogeneity, both between and within individual patients, with a goal of understanding how genomic and phenotypic diversity impact the course of disease development and its response to treatment.

We also study the ecology of tumours, probing how interactions between tumour cells and the normal cells of the patient influence their respective behaviours. This includes immune cells but extends to other cell types of the stroma and vasculature. Overall, the Institute seeks to build within areas of strength but is also keen to extend



our reach to other cancers of unmet need.

We are a core-funded Institute, receiving generous and flexible support from CRUK, which is meant both to provide a state-of-the-art research environment and to enable investigators to engage in high risk/high reward and/or long-term strategic research programs that would be unlikely to be funded by other mechanisms. We are currently supported by 12 core facilities, whose remits range from genomics and proteomics to whole animal imaging. We also benefit from a dedicated, professional administrative staff.

We have a highly interconnected and collaborative faculty and a vibrant research environment. We serve as a significant hub within the broader Cambridge cancer community and house the headquarters of the CRUK Cambridge Centre, the largest of the CRUK Major Centres. In addition, the CI contributes to many of the collaborative centres and initiatives that Cancer Research UK helps to support, including the:

- Cambridge Biomedical Research Centre
- The Experimental Cancer Medicine Centre
- The Cambridge Pancreatic Cancer Centre.

We are sited on the Cambridge Biomedical Campus, home to Addenbrooke's Hospital, the University of Cambridge teaching hospital.

This site, which encompasses the largest biomedical research cluster in Europe, also hosts many of our collaborating institutes, including the

- MRC Laboratory for Molecular Biology
- Hutchison/MRC Research Centre
- Strangeways Research Laboratories for Genetic Epidemiology
- Wellcome Trust Stem Cell Institute

- Cambridge Institute for Medical Research.

The campus is also home to the AstraZeneca world headquarters. In the wider Cambridge area we also have extensive links with the Wellcome Trust Sanger Institute, and the European Bioinformatics Institute. The CI is also a member of the Organisation of European Cancer Institutes (OECI).

Overall, the CRUK Cambridge Institute provides an outstanding scientific environment in which investigators are driven to make critical contributions to our understanding of cancer and its treatment.

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



Professor Jason Carroll, Interim Director  
Cancer Research UK Cambridge Institute



# School of Clinical Medicine

## Doing great work - in a great place to work.

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.

### Major Research Areas

Our research covers a wide range of critical areas, including:

- Antenatal, Maternal and Child Health

- Cancer research
- Cardiorespiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and PrimaryCare
- Genetics
- Haematological and TransplantationMedicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine

### Leadership in Education and Research

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.

# Terms of Appointment

## Tenure and probation

Appointments are to the retiring age for established academic positions. Additional Director appointment is for 5 years in the first instance, and the Senior Group Leader position is subject to quinquennial review by CRUK. 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 be required to obtain a 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 hybrid 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 dimension that many in 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.



# Terms of Appointment

## 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>

## 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 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.

## 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.

## 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.

# The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate

crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.







The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions

are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically - ever more interconnected but even less equal, the University's mission - "to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence" - has never been more relevant.

## 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.



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*Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society*

”

Professor Deborah Prentice  
Vice Chancellor

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 undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

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.



# Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

The University offers 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 science and technology campus to the west of the city center and is expanding further to the northwest of Cambridge including investing in affordable homes for University key workers and community facilities.

Even with their 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 continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.

## Equality, Diversity and Inclusion

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 groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

# 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 with easy reach of the beautiful Broads and 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 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/RelocationService/>

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.

### **CAMbens employee benefits**

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;

- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.

### 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 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes: Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are 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 (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

### 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.

The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the Cambridge Festival, which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars.

All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital



# How to apply

## Application form

A covering letter (statement) addressing your motivation for applying including how you meet the selection criteria.

A curriculum vitae detailing your professional experience and qualifications.

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.

## Expressions of Interest

If you would like to be considered for this exciting opportunity, please contact Regius Professor of Physic Patrick Maxwell, Head of School of Clinical Medicine: [Regius@medschl.cam.ac.uk](mailto:Regius@medschl.cam.ac.uk)

Expressions of interest will be welcomed from both current colleagues at the University and individuals working elsewhere in the UK or internationally.

## Flexible working

Conversations about flexible working are encouraged at the University of Cambridge. If you have any questions about flexibility or reasonable adjustments, please feel free to discuss these either before applying (using the contact information below) or at the interview stage.

If you have any questions about the application process, please email: [mailbox-hr@cruk.cam.ac.uk](mailto:mailbox-hr@cruk.cam.ac.uk)

## Key dates

**Closing date:** 14 August 2025

Short-listed candidates may be invited to visit the CRUK Cambridge Centre to give a seminar on their work and meet prospective colleagues in the course of the process.

**Interview date:** To be confirmed

