

NIHR Clinical Lecturer in Haematology

Department of Haematology

CLOSING DATE: Monday 04 November 2024

Job Reference: RA40741



NIHR Clinical Lecturer in Haematology

Salary:

£39,260 - £68,478 pa

Contract:

4 Years Fixed Term or to CCT

Location:

Cambridge

Department:

Haematology

Responsible to:Professor Brian Huntly,
Head of Department of
Haematology**Working Pattern:**

Full Time

Purpose of the role

The Appointments Committee for Clinical Lecturers in the School of Clinical Medicine invite applications for a post in Haematology, in the Department of Haematology, to take up the appointment as soon as convenient and no later than 01 September 2024. Applicants should have had suitable experience and training in Haematology. 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 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, for a maximum of 24 months).

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 Head of Department (Professor Brian Huntly).

The Clinical Lectureship provides opportunities for post-higher degree research and facilitates applications for further research funding and postdoctoral academic training. Clinical Lecturers (CLs) spend 50% of their time undertaking specialist clinical training and 50% undertaking research.

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 and will ensure that the appointee acquires, in addition to clinical training, knowledge and skills to practise precision medicine in their specialty.

It is expected that CLs will complete their specialty training and complete the FRCPATH exam during the period of the Lectureship

Please note this post has been awarded with the research theme 'Digital'. 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 Physicians (or equivalent) and who meet the entry criteria for entry into specialty training. Applicants should as a minimum have completed core competencies for specialty training. The post is aimed at applicants who have already completed at least 3 years haematology training



Academic Haematology in Cambridge

The University of Cambridge Department of Haematology is a world leading centre for a wide spectrum of haematology research. The Department has sixteen independent research groups and 77 postdoctoral researchers. Nine groups are headed by Professors, two by Readers and five by research fellows. Our groups have made significant contributions to the study of haematology, authoring approximately 100 publications per year, many of these in high-impact journals, and producing discoveries particularly in these areas:

1. Malignant haematopoiesis, leukaemia and lymphoma: The Department has nine groups working in this area, making it a globally significant centre for research in leukaemia, lymphoma and pre-leukaemic conditions. Leading researchers include Professor Tony Green (former European Haematology Association President; Jean Bernard Lifetime Achievement Award; Fellow of the Academy of Medical Sciences), Professor Brian Huntly (current European Haematology Association board member), Professor George Vassiliou, Dr Dan Hodson, Dr Kostas Tzelepis and Dr Mike Chapman. Contributions include major advances in our understanding of myeloproliferative and myelodysplastic syndromes and acute myeloid leukaemia which have led to new therapies for these conditions. Current research includes the study of age-related clonal haematopoiesis and the therapeutic targeting of the tumour microenvironment, epigenetic and transcriptional aberrations and the study of mutations that lead to the development of leukaemia and lymphoma.

2. Normal haematopoiesis: The Department has an international reputation for the study of normal blood cell production across the human lifespan and has made significant advancements in the study of haematopoietic stem cell biology and in its dependent microenvironment. Ongoing research includes significant contributions to the Human Cell Atlas, the study of embryonic haematopoiesis and understanding how ageing and stress conditions affect haematopoiesis. Important researchers include Professor Bertie Göttgens (former International Society of Experimental Hematology President, Fellow of the Academy of Medical Sciences, EMBO Member), Dr Elisa Laurenti and Dr Simon Mendez-Ferrer.

The Department's strength in malignant and normal haematopoiesis has been recognised by the establishment in 2019 of the Kay Kendal Centre for Haematopoiesis and Haematological Malignancies.

3. Transfusion medicine: The Department has made significant breakthroughs in the study of platelet biology and is at the forefront of the production in the laboratory of blood cells for human transfusion. We are currently producing platelets and leading a Phase I clinical trial of laboratory-produced red blood cells. Leading researchers in this area are Professor Willem Ouwehand (Fellow of the Academy of Medical Sciences), Dr Cedric Ghevaert and Dr Nicholas Gleadall. Our work on transfusion medicine is conducted in close partnership with NHS Blood and Transplant and is partly based in their Cambridge Centre.

4. Structural biology: The Department has world leading expertise in crystallography and cryo-electron microscopy, which have led to many important discoveries including landmark new anticoagulant treatments, the establishment of the structure of ribosomal subunits and proteins and breakthroughs in the pathology and treatment of rare diseases such as Shwachman-Diamond syndrome. At least two more therapeutics related to this work should be entering trials in the immediate future. Leading researchers include Professor Randy Read (Fellow of the Royal Society), Professor Alan Warren (Fellow of the Academy of Medical Sciences) and Professor Jim Huntington (Fellow of the Academy of Medical Sciences).

5. Genomics: The Department had a major role in the 100,000 Genomes Project, the world's first widescale project sequencing genomes of members of the public, most of whom had cancers or rare diseases, and currently hosts the NIHR BioResource, a national bank of volunteers for genomic research and is playing a significant role in the Blood Transfusion Genomics Consortium, an international project to enable affordable precision matching of blood products. In addition, the department has significant links to the Sanger Centre and has played a major role in the Somatic genetics of Myeloproliferative Neoplasms (MPN) and is also involved in AML genetics. Major researchers include Dr Augusto Rendon (Genomics England Director of Bioinformatics), Professor Nicole Soranzo (EMBO member), Professor Tony Green and Dr Jyoti Nangalia.

The Haematology StR rotation in Addenbrooke's

Addenbrooke's has a total of 15 full time equivalent haematology StRs who rotate through the following slots: general ward, haemostasis, transfusion, general laboratory haematology, lymphoma, stem cell transplantation, paediatric haematology, day unit and emergency haematology. The out of hours on call is a resident, full shift rota on a 1 in 15 basis. There are regular clinical and laboratory teaching sessions and a departmental seminar programme in addition to the weekly morphology, audit, education and review sessions and network wide MDTs.

The successful candidate will form an integral part of the clinical and laboratory haematology service. As well as the varied clinical and laboratory duties outlined above, the registrar is expected to share in the undergraduate and postgraduate teaching undertaken by the unit. The unit has a modern and well equipped teaching room including multiple-headed microscopes and television projection systems. The registrar is also expected to involve him/herself in the many research projects and clinical trials being undertaken in the unit.

Timetable

An example of a timetable for an academic trainee is shown below but the order of attachments is variable

Academic NTN	Months 1-4	Month 5-8	Months 9-12
Year one	Laboratory general	Ward general	academic
Year two	DGH	DGH	DGH
Year three	Haemostasis and thrombosis	Ward BMT	lymphoma
Years 4-6 (subject to external funding)	PhD		
Years 7+8	Clinical lecturer /return to	To complete training	

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.

The present medical staff establishment comprises:

NHS Consultants	University (Honorary Consultants)
Dr M Besser	Dr M Chapman
Dr F Basheer	Prof A J Green
Dr D Brian	Dr D Hodson (Lead for Clinical Academic Training)
Dr C Crawley	Professor B Huntly (Head of Department)
Dr G Follows	Dr J Nangalia
Dr T Foukaneli	Dr S Richardson
Dr A Godfrey	Professor G Vassiliou
Dr E Gudgin	Professor A J Warren
Dr A King	
Dr R Malladi	
Dr P Martin-Cabrera	
Dr A Morris	
Dr M Robinson	
Dr E Symington (Training Programme Director)	
Dr K Tawana	
Dr W Thomas	
Dr L Raso-Barnett	
Dr B Uttenthal	
Dr C Wong	

Trainee Medical Staff	
Specialist Registrars	15
Clinical Lecturers (Hon Specialist Registrars)	
Senior House Officers	2
Pre-registration House Officers (FY1)	2
Other Medical Staff	
Clinical Fellows	4
Other Staff	
Clinical Scientists	1 (Grade C), 8 (Grade B), 6 (Trainee Grade A)
Biomedical Scientists	49 (23 BMS1, 12 BMS2, 5 BMS3, 1 BMS4, trainees 8)
Medical Laboratory Assistants	9
Medical Technical Officers	3
Admin and Clerical staff	10

Person Specification

Criteria	Essential	Desirable
Education		
Educated to degree level, normally with a PhD in the relevant specialist subject area	✓	
Completion of a PhD or MD in a relevant topic or discipline by the time of commencement of the post	✓	
GMC Registration, Licence to Practice and Medical Defence Cover	✓	
Academic		
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		✓
Leadership experience and achievements		
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	B
People Development	B
Relationship Building	B
Strategic Focus	C

Department of Haematology

The Department of Haematology is located at the Cambridge Biomedical Campus and the Wellcome Trust Genome Campus. It has laboratories in the [Cambridge Institute for Medical Research](#), The Clifford Allbutt Building, the [NHS National Blood and Transplant Blood Centre](#) and the Wellcome [Sanger Institute](#).

The Jeffrey Cheah Biomedical Centre (JCBC) is a £94M state of the art research building on the Cambridge Biomedical Campus which opened in 2019. It brings together the groups working on haematopoiesis and haematological malignancies within the Cambridge Stem Cell Institute to form a fully integrated, vibrant and cohesive stem cell community.

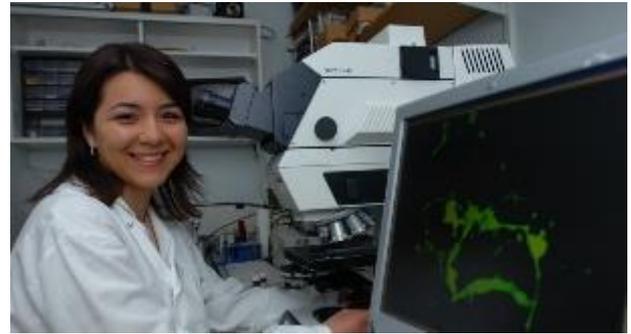
The department has four main goals:

- To conduct internationally competitive biomedical research.
- To provide education in medical aspects of haematology to undergraduate scientists and medical students.
- To provide postgraduate education, largely through the provision of PhD students.
- To contribute to the clinical activities of the [Addenbrooke's Department of Haematology](#).



Our research

Research in the department falls into three main areas with major relevance for human disease. The Haematopoiesis and Haematological Malignancies Group, based in JCBC and the Cambridge Institute for Medical Research (CIMR), the Structural Medicine and Thrombosis Group, based in CIMR and the Transfusion Medicine Group based in the NHS Blood and Transplant Blood Centre and JCBC.



Haematopoiesis and haematological malignancies. Haematopoiesis represent the best characterised adult stem cell system and continues to provide important paradigms for understanding other stem cells as well as cancer biology. The focus of this group continues to be the biology of blood stem and progenitor cells, and the mechanisms whereby such cells are subverted to form haematological malignancies.

Structural medicine and thrombosis. Structural biology gives an unparalleled insight into the molecular details of biological mechanisms, an insight that has the potential to lead to rationally-designed therapies. Research focuses on the molecular mechanisms controlling blood coagulation and on protein crystallography.

Transfusion medicine. Research focuses on the haematopoietic stem cell niche, biology and genomics of megakaryocytes and platelets production from human pluripotent stem cells.

Professor Brian Huntly, 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.

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/

Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

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

College membership

Membership of a College adds an important social and many of the University's academic community

find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Most colleges expect their fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary.

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

Residence

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

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

General information

Pre-employment checks

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

Screening Checks

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. Alternatively, you may contact the Clinical School Recruitment Team who are responsible for recruitment to this position via:

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.

“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.”

*Prof Deborah Prentice, Vice Chancellor
2023*



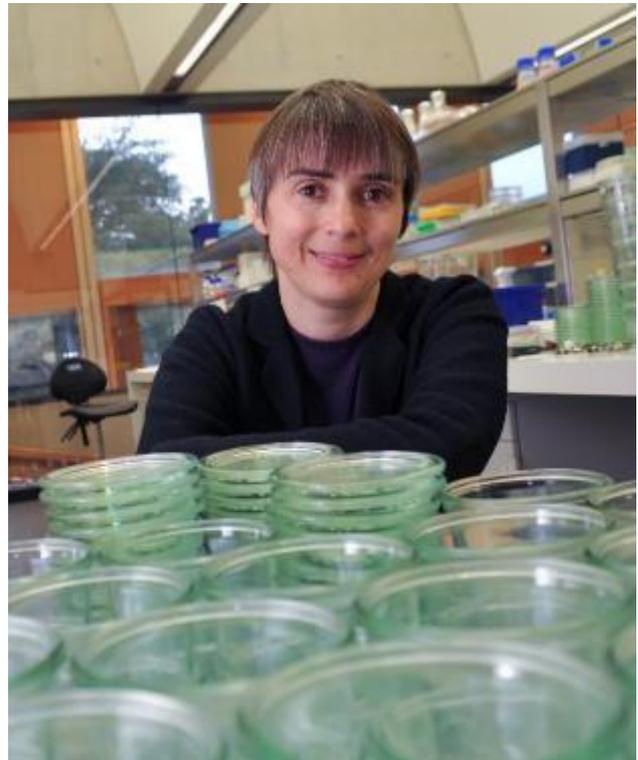
Working at the University

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 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 Brian Huntly, Head of Department of Haematology, bjph2@cam.ac.uk

If you have any queries regarding the application process, please contact cshrclinical@admin.cam.ac.uk

The closing date for applications is: Monday 04 November 2024

The interview date for the role is: TBC