

## **University Lecturer (non-clinical) in Integrative Human Genomics, University of Cambridge**

The Department of Public Health and Primary Care, one of Europe's leading academic departments of population health sciences, wishes to appoint a University Lecturer in Integrative Human Genomics.

The post-holder will be a talented scientist who has a primary interest in leveraging human genetics to understand disease mechanisms in order to inform and advance medicines development and other strategies for disease control, with specific reference to cardiovascular diseases and related traits. The candidate will have expertise in approaches that advance understanding of the causes and mechanisms of important diseases through building and analysing diverse multi-scale (eg, transcriptomics, proteomics, metabolomics, epigenomics) phenotype data sets obtained from large population studies anchored in genetic information.

The post-holder will have access to an outstanding academic environment in Cambridge, including the recently awarded NIHR Biomedical Research Unit in Donor Health and Genomics (in partnership with the Wellcome Trust Sanger Institute) and the British Heart Foundation Centre of Excellence in Cardiovascular Science.

Informal enquiries about this post may be directed to Professor John Danesh, Professor of Epidemiology and Medicine and Head of the Department of Public Health and Primary Care, tel: 01223 748655, e-mail: [john.danesh@phpc.cam.ac.uk](mailto:john.danesh@phpc.cam.ac.uk).

Closing date for applications: Friday 27 February 2015

Expected date for interview: W/C 16 March 2015

## Further Information

|                   |   |
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| <b>Post title</b> | <b>University Lecturer (non-clinical) in Integrative Human Genomics</b> |
| <b>Department</b> | <b>Public Health and Primary Care</b>                                   |

The Department of Public Health and Primary Care (DPHPC; head: Professor John Danesh) within the School of Clinical Medicine wishes to appoint an unestablished University Lecturer in Integrative Human Genomics.

### Overview of Role

The DPHPC wishes to appoint a University Lecturer at the non-clinical salary level with a primary interest in leveraging human genetics to understand disease mechanisms in order to inform and advance medicines development and other strategies for disease control, with specific reference to cardiovascular diseases and related traits. The candidate will have expertise in the area of integrative human genomics, ie, use of approaches that advance understanding of the causes and mechanisms of important diseases through building and analysing diverse multi-scale (eg, transcriptomics, proteomics, metabolomics, epigenomics) phenotype data sets obtained from large population studies anchored in genetic information.

The post-holder will be a senior academic staff member of the Department, and will be expected to develop his/her own independent programme of research, as well as having opportunities to collaborate in powerful and exciting existing studies.

The post-holder will be an employee of the University of Cambridge. He/she will have opportunities to collaborate closely, and be affiliated, with the Hinxton Genome Campus, which includes the Wellcome Trust Sanger Institute and the European Bioinformatics Institute.

The main responsibilities of the post-holder will include:

- Establishment of research programmes in integrative human genomics, in the context of population health science, consistent with the overall objectives and strategies of the Department
- Contribution to the organisation, development, delivery, and assessment of teaching in the various programmes run by the Department. It is expected that the post-holder will, in due course, take responsibility for the academic direction of a particular programme of teaching (see page 4 below).

The post-holder will be an independent university academic responsible to the Head of the DPHPC.

## **Scientific Strategy**

The University seeks to embed this new post in, and to align it with, major new research initiatives related to the DPHPC. In 2014, the DPHPC was awarded a £4 million NIHR Biomedical Research Unit in Donor Health and Genomics to be launched in October 2015. This new Unit, which will be directed by Professor Danesh, includes the Wellcome Trust Sanger Institute as a strategic partner; Dr Nicole Soranzo (who has a joint appointment at the Sanger Institute and the University of Cambridge) is one of the new Unit's programme leaders. The new post-holder will be able to capitalise on the Unit's goal of expanding and enriching major exciting new population bioresources (such as the 50,000-participant INTERVAL study: see below), as he/she will be able to use the data and samples from such studies to make advances in understanding biology and health using human genomics.

Also in 2014, the University of Cambridge launched a £3 million Centre of Excellence in Cardiovascular Science (director: Professor Nick Morrell), with the support of the British Heart Foundation. The Centre's objective is to advance understanding of cardiovascular diseases by accelerating integration of three disciplines: genomics, population science, and vascular biology (Professor Danesh leads the population science theme of the Centre). As an extension of this strategy, the University of Cambridge has committed to a building programme that by 2017/18 will create a major Heart and Lung Research Institute immediately adjacent to the re-located Papworth Hospital, the largest cardiothoracic centre in the UK, to be built on the Cambridge Biomedical Campus. Hence, the post-holder will be able to capitalise on the opportunities for obtaining research seed-funding and for inter-disciplinary scientific collaboration afforded by the BHF Centre. In due course, the post-holder is likely to be based in the new Heart and Lung Research Institute, which will have state-of-the-art computational and wet-lab facilities.

The post-holder will have access to world-leading bioresources which he/she will be encouraged to build new dimensions into as well as to exploit, such as INTERVAL, EPIC-CVD, and BRAVE/PROMIS. The INTERVAL BioResource, in particular, combines several advantages for integrative human genomic studies. First, INTERVAL provides for powerful studies of human traits undistorted by the presence of pre-existing disease since it involves ~50,000 healthy blood donors recruited between 2012 and 2014. Second, genome-wide genotyping (and now sequencing) is being done. Third, multi-omic measurements (eg, metabolomics, blood cell phenotyping) are ongoing on a cohort-wide basis. Fourth, to enable powerful studies of trajectories of risk factors and traits, there is frequent serial collection of biological samples (DNA, serum, plasma) and data in ~50,000 participants. Fifth, INTERVAL enables the conduct of embedded mechanistic studies, since participants have agreed to invitation to participate in recall-based experimental medicine studies (it is the UK's largest recall-by-genotype bioresource). Sixth, the study is recording many e-health phenotypes, since all participants have been linked to a variety of e-health databases. Finally, the study is scalable (eg, two million additional healthy blood donors are being linked to e-health records) and adaptable (eg, pilot studies are being done to collect and prepare additional types of samples, such as peripheral blood RNA).

## **Tenure and Salary**

The successful candidate will be appointed on the Cambridge scale nine for a University Lecturer (£38,511-£48,743). This is an unestablished appointment which is subject to satisfactory completion of a three year period of probation. Funds are available for an initial tenure of five years with potential for extension.

## **Contract**

This is a full-time appointment available to start early in 2015.

## **Selection Criteria**

Candidates will be considered for the post on the basis of selection criteria outlined below, which they are asked to address in their application. The successful candidate will demonstrate the following:

### Essential

A strong research background in human genomics and biology coupled with good understanding of quantitative and computational sciences. This will be demonstrated by relevant post-graduate qualifications (eg, a PhD in human genomics, systems biology, or a related discipline would normally be expected), a track record of producing high-impact publications in internationally-recognised scientific journals.

A track record, or clear demonstration of potential, for leading an independent programme of research and attracting research funds to support scientific work.

Experience of teaching, including the development, delivery and assessment of courses at a postgraduate level.

### Desirable

Desirable qualities include research experience and/or expertise in any of the following areas at clinical or population scale: next generation sequencing data, transcriptomics, proteomics, metabolomics, epigenomics, cell phenotyping.

## **Broader academic context**

The post-holder will have access to an outstanding academic environment.

The DPHPC is one of Europe's leading academic departments of population health sciences. It comprises over 400 staff and graduate students, including more than 25 professors, readers, university lecturers, and other senior academic staff. Groups in the Department are underpinned by major programme grants, such as those from the UK Medical Research Council (MRC), the Wellcome Trust, the British Heart Foundation (BHF), Cancer Research UK, the UK National Institute of Health Research (NIHR), the European Union, the US National Institutes of Health, industry, and other sources.

The DPHPC provides internationally-recognised expertise in: genetic epidemiology, biomarkers, cohort studies, quantitative methods, public health, primary care, and behavioural sciences. Major areas of application include common chronic diseases (eg, cardiometabolic diseases, cancer, neurodegenerative diseases), and major behavioural risk factors driving these conditions (eg, consumption of tobacco, alcohol, and adverse diets). Of particular relevance to this post, the DPHPC benefits greatly from the expertise arising from its strategic collaborations:

Genome Campus: The Sanger Institute (director: Sir Mike Stratton; head of human genetics: Dr Ines Barroso) and the European Bioinformatics Institute (director: Dame Janet Thornton; associate director: Ewan Birney) constitute Europe's largest and leading genome campus (~1500 staff). The DPHPC has a strategic relationship with the Genome Campus, which is underpinned by joint appointments, shared research programmes, and joint supervision of trainees.

Quantitative MRC Units: The DPHPC has a long history of close collaboration with the MRC Biostatistics Unit (director: Professor Sylvia Richardson) and the MRC Epidemiology Unit (director: Professor Nick Wareham). In particular, there is a strong methodological programme in statistical genomics and high-dimensional data at the MRC Biostatistics Unit that the post-holder will be able to benefit from.

Genomic medicine: Collaborations around the themes vascular biology, systems biology, and inflammation, notably with investigators at the Department of Haematology (Professor Willem Ouwehand), Divisions of Respiratory and Cardiovascular Medicine (Professors Nick Morrell, Martin Bennett, Ziad Mallat), and Diabetes Inflammation Laboratory (Professor John Todd). The post-holder will have access to the NIHR / Wellcome Trust Clinical Research Facility, which is an asset for physiological studies that involve recalling volunteers on the basis of genotype (ie, "recall-by-genotype" or genotype-directed deep phenotyping studies) to help elucidate mechanisms that underlie genotype-phenotype associations.

### **Education and Training Strategy**

The Department takes great pride in its contributions to academic capacity in epidemiology, public health and primary care. The post holder will be expected to share this commitment and to contribute their interests to, and/or co-ordinate specific aspects of the postgraduate academic programme, potentially including the development of the Academic Clinical Fellow programme in public health and primary care. The DPHPC provides excellent training and educational programmes in biostatistics, epidemiology, public health, and primary care, at both undergraduate and graduate levels, including training of Academic Clinical Fellows. Presently, there are about 40 doctoral students and about 35 Masters students. Students in the DPHPC are typically supported by prestigious awards, such as studentships from the MRC (eg, five annual MPhil studentships have been awarded to the Department from autumn 2009), the BHF, Cancer Research UK, the Gates-Cambridge Foundation, NIH-Cambridge Fellowships and GSK. As noted above, the BHF and MRC/GSK have recently provided substantial funding for the training of a new cadre of PhD students in cardiovascular science.

More generally, teaching in the Department comprises:

1. Epidemiology and statistics to pre-clinical medical students
2. Clinical epidemiology, public health, and primary care to clinical medical students
3. Foundation year academic placements
4. Master of Philosophy in Public Health (full-time)
5. Master of Philosophy in Epidemiology (full-time)
6. Academic Clinical Fellowships (25% clinical training time ST1,2,3)
7. PhD training programmes
8. Supervision/mentorship of advanced trainees in public health and in primary care.

## **Enquiries and Applications**

Informal enquiries about this post may be directed to Professor John Danesh, Professor of Epidemiology and Medicine and Head of the Department of Public Health and Primary Care, tel: 01223 748655, e-mail: [john.danesh@phpc.cam.ac.uk](mailto:john.danesh@phpc.cam.ac.uk).

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Further information about the DPHPC (and cardiovascular epidemiological research in Cambridge) can be found

at: <http://www.phpc.cam.ac.uk/>, <http://www.phpc.cam.ac.uk/CEU/>, <http://www.srl.cam.ac.uk/epic/>, and <http://www.phpc.cam.ac.uk/pcu>

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## **ADDITIONAL INFORMATION**

**Position:** University Lecturer (non-clinical) in Integrative Human Genomics

**Department:** Public Health and Primary Care

### **The University of Cambridge School of Clinical Medicine**

The School of Clinical Medicine at the University of Cambridge ('the Clinical School') is one of the UK's leading medical schools. There are approximately 2200 staff and 750 medical and postgraduate students in the School. The University has recently taken the decision to expand medical student numbers by providing places for all successful pre-medical students. Annual research grant income is circa £110 million per annum.

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School 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.

The School's core values are

- to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare
- to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

### **Remit Statement**

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
- Stem Cells and Regenerative Medicine

### **Organisation of the School**

The School of Clinical Medicine is headed by the Regius Professor of Physic comprises 12 Academic Departments of the University (Clinical Biochemistry, Haematology, Medical Genetics, Medicine – including Anaesthesia, Obstetrics and Gynaecology, Oncology, Paediatrics, Public Health and Primary Care, Psychiatry, Radiology, Surgery, Clinical Neurosciences which map onto service delivery within the University Hospital and undergraduate and postgraduate clinical teaching requirements. The MRC Epidemiology Unit, CRUK Cambridge Institute and the MRC Cancer Unit transferred into the Clinical School during 2013 and augment the classical Departmental structure as research departments in their own right.

Alongside departments, the School maintains a number of cross-departmental institutes to bring together researchers with cognate interests. At present, there are three institutes: Cambridge Institute for Medical Research, Institute of Metabolic Sciences, and Institute of Public Health, with a fourth planned in Cardio-Respiratory Medical Research. The Cambridge Cancer Centre, supported by CRUK Core Award also provides cross-departmental leadership in cancer research. The School office provides centralised professional services for the School, located on the campus, in addition to departmentally based support.

### **Excellence in Partnership**

The Clinical School is a member of Cambridge University Health Partners (CUHP). CUHP is one of only five Academic Health Science Centres in England recognised by the Department of Health as internationally competitive centres of excellence in the integrated delivery of health care, health research and the education of health professionals. CUHP is a partnership between the University of Cambridge, Cambridge University Hospitals NHS Foundation Trust (the main acute trust for Cambridge), Papworth Hospital NHS Foundation Trust (a specialist Cardio-Thoracic Trust) and the Cambridgeshire and Peterborough NHS Foundation Trust (the regional Trust responsible for Mental Health).

The Campus is also home to the Medical Research Council's Laboratory of Molecular Biology (10 Nobel Prizes) and other smaller intramural units and the GlaxoSmithKline Clinical Research Facility. Astra Zenca will be re-locating its Headquarters to the Campus in 2015-17 Together, the partners are intending to double the size of the Cambridge Biomedical Campus by 2020.



Notwithstanding the exciting opportunities arising from the expansion of the Campus and being part of an internationally leading University, the School prides itself on being a supportive and collaborative place to work. We are committed to helping to develop the careers of our staff and students and strive through our Athena Swan Initiative to be particularly attentive to equalities of opportunity.

### **Cambridge University Hospitals NHS Foundation Trust (CUHNFT)**

CUNHSFT comprises approximately 1100 beds and provides local and regional services across all specialties (apart from cardiothoracic surgery which is located at Papworth Hospital, 15 miles northwest of Cambridge). Clinical care and clinical research within the hospital are provided by a mix of NHS and University employed senior clinical staff working together. There are seven Divisions responsible for delivering clinical service: each has a Divisional Director (positions for which academic clinical staff are fully eligible) and a deputy Divisional Director with lead responsibility for education and research (usually the relevant academic Head of Department). Much of the University Medical School accommodation is embedded within the hospital and a significant number of NHS senior staff pursue research in association with University colleagues in University Departments.

The Addenbrooke's Centre for Clinical Investigation contains the Wellcome Trust Millennial Clinical Research Facility (one of 5 awarded in the UK by the Wellcome Trust in 1999) and the Clinical Investigation Ward, together with the Clinical Research Unit of GlaxoSmithKline. This highly successful clinical research facility allows integration between University and Hospital investigators and pharmaceutical industry investigators.

The great majority of University staff involved in basic biomedical research hold honorary NHS contracts with the Trust.

In 2007 the Hospital Trust and University Clinical School in partnership were one of five UK academic health centres awarded one of the new National Institute for Health Research Comprehensive Biomedical Research Centres - bringing £13.5M per annum of NHS R&D funding for translational research.

The '2020 Vision' exemplifies the research partnership between the University Hospital, University Medical School and Medical Research Council: it plans to double the size of the Cambridge Biomedical Campus through the acquisition and development of an additional 70 acres of land on the western edge of the campus. This will allow the rebuilding of the MRC LMB (already commenced), and the relocation of Papworth Hospital to the campus – in association with which the School has plans to develop a new integrated Cardio-Respiratory Research Institute.

### **Cambridge University Health Partners: An Academic Health Sciences Centre for Cambridge**

The University of Cambridge, Cambridge University Hospitals NHS Foundation Trust, Cambridgeshire & Peterborough NHS Foundation Trust and Papworth Hospital NHS Foundation Trust have agreed to the establishment of a partnership that has now been formally designated by the Department of Health as an 'Academic Health Science Centre' – one of five UK centres to receive this designation from the Department in March 2009 as the result of a competitive process judged by an international panel.

The partnership will bind the member organisations together in pursuit of outstanding excellence in clinical care, clinical education and health research so as to improve services to patients and population health. The partners will work together to accelerate the translation of new discoveries into improved disease prevention, diagnosis and treatment, and the partnership will also generate wider economic and social benefits in the Greater Cambridge area. A new legal entity has been created from October 2009, known as Cambridge University Health Partners (CUHP), which has as its objectives the integration of clinical care, clinical education and health research. Powers necessary to achieve these objectives identified and agreed by a board that includes representation from all the parties under an independent chair, will be delegated to CUHP. CUHP has now led a successful bid, in the recent DoH competition for Health Innovation and Education Clusters (HIECs), for a Regional Innovation and Education Cluster together with regional associates from the NHS, higher education and industry sectors.

### **The Medical Research Council (MRC) in Cambridge**

The MRC Laboratory for Molecular Biology (LMB), with its outstanding track record of molecular biology research and discovery, is located at the centre of the Biomedical Campus and also contains the MRC Centre for Protein Engineering. Most staff are

directly employed by the MRC, but some University investigators also work within LMB.

The MRC Units on the site are all co-located in University buildings, facilitating interactions with University investigators: the MRC Mitochondrial Biology Unit, with its focus on mitochondrial biochemistry and genetics, in the same building as the Cambridge Institute for Medical Research; the MRC Biostatistics Unit in the School's Institute of Public Health; the MRC Cancer Cell Unit in the Hutchison/MRC Cancer Centre, together with the University Department of Oncology; and the MRC Epidemiology Unit in the new building housing the Institute of Metabolic Science and the NHS clinics for diabetes and obesity. The MRC Cognition & Brain Sciences Unit is located in the centre of Cambridge but there are interactions with the Departments of Clinical Neurosciences and Psychiatry.

The University has been awarded 4 MRC Centre grants: the MRC Centre in Behavioural and Clinical Neurosciences spans cognitive neuroscience research across the Schools of Biological Sciences and Medicine. The MRC Centre in Nutrition and Cancer is based in the School's Department of Public Health. The MRC Centre for Research on Obesity and Related Metabolic Disease involves investigators from the Institute of Metabolic Science, and the MRC Epidemiology and Nutrition Resource Units. An MRC Centre grant underpins the Cambridge Stem Cell Initiative which spans the Schools of Biological Sciences and Clinical Medicine.

### **The Cancer Research UK Cambridge Research Institute (CRI)**

CRUK have located their major new research institute on the Cambridge Biomedical Campus in the Li Ka Shing Centre. It opened in February 2007, and focuses on translational cancer research and focus on accelerating the transfer of basic discoveries in cancer science to clinical and clinical trial application. Basic and applied research on cancer imaging is one of the principal research themes within the CRI and there are experimental small animal imaging facilities within the Institute. Merck have made a significant investment in PET-CT facilities for human cancer research as part of a collaborative research agreement involving investigators in the CRI with the Department of Radiology and WBIC.

## **The University of Cambridge School of the Biological Sciences**

The School of the Biological Sciences incorporates 8 Departments – Pathology, Biochemistry, Experimental Psychology, Pharmacology, Plant Sciences, Zoology and Physiology, Neuroscience & Development (PDN) (all on the Downing site in the centre of Cambridge) and the Veterinary School (on the West Cambridge site). There are great strengths in population-based, evolutionary, developmental, cellular and molecular approaches to biology, in integrative and comparative physiology, in systems biology, and in neuroscience, encompassing psychology, behaviour and cognition.

The Research of the School pursues cross-cutting themes that intersect with those in the Clinical School in neuroscience, cancer, infection, immunology and cardiovascular biology. Well-developed initiatives provide a framework through which research in this School and the Clinical School are linked by theme (e.g. Cambridge Neuroscience, Cambridge Infectious Diseases).

Within the School of the Biological Sciences are two Institutes with outstanding strengths in key areas of biomedical research: the Wellcome CR-UK Gurdon Institute is noted for its major strengths in developmental biology, whilst the Wellcome MRC Institute for Stem Cell Biology pursues research in basic stem cell biology, and is closely linked with translational stem cell medicine research on the Cambridge Biomedical Campus.

School-wide facilities include a multi-imaging suite (housed within the Department of PDN), a proteomics facility (within the Department of Biochemistry) and a Microarray Centre and Flow Cytometry suite (within the Department of Pathology).

## **TERMS AND CONDITIONS**

**All appointments are subject to the Statutes and Ordinances of the University**

### **Scales of Stipends**

Scales of stipends for University Officers are determined by the University from time to time and normally reflect nationally negotiated agreements. The Notices advertising vacancies and the further particulars of such posts will show the scales in force at the particular time. Applicants for posts may be asked to provide additional information to enable starting salaries to be determined. Staff appointed to posts with clinical duties and responsibilities must hold an Honorary NHS Contract for which application will be made by the Head of Department/in liaison with the School Office.

### **Superannuation**

Eligible for membership of the Universities Superannuation Scheme or may be eligible to remain in the NHS Superannuation Scheme. For more information visit <http://www.pensions.admin.cam.ac.uk/>

### **Staff Development**

The University manages an annual programme covering a range of areas including supervising and lecturing, and conducting staff appraisal. In addition the Director of Medical Education

oversees staff development in relation to the teaching of clinical medical students. Staff new to teaching are strongly advised to attend courses on clinical teaching.

### **Staff Review and Development (Appraisal) (SRD)**

Details of the University's SRD scheme, whose purpose is to enhance work effectiveness and facilitate career development, are given in an information sheet (which is included in starter packs for new members of staff) and a booklet answering frequently asked questions. These are available in hard copy from the Human Resources Division or can be downloaded: <http://www.medschl.cam.ac.uk/school-clinical-medicine-appraisal-scheme/>

For new staff the University operates schemes for mentoring, assistance and assessment during the probationary period or fixed-term appointment, and for staff appraisal.

Arrangements have been developed for joint University and NHS appraisal of those holding Honorary NHS contracts. Details are available from the Head of Department.

For those University Officers who have Honorary Consultant contracts with NHS Trusts or who provide clinical sessions under Service Level Agreements, the responsibility for the performance of their clinical duties rests with the relevant NHS Trust. University Officers will be subject to the Trust's policies and disciplinary procedures for the performance of their clinical duties, in consultation with the University as primary employer.

### **Promotion**

The University operates schemes for personal promotion to Professorship, Readership and Senior Lectureship for those in the grade of University Lecturer. Assistant Directors of Research are eligible to apply for promotion to the grade of Professor or Reader.

### **Probation**

All appointments are subject to an initial period of employment unless waived by the authority concerned.

### **Eligibility to work and reside in the UK**

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

### **Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties**

Offers of appointment made to prospective University officers whose work will fall within certain categories will be conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. For posts involving an honorary NHS contract, the health screen will also cover the requirements of the NHS; there may also be a

need for a CRB check depending on the medical speciality. Only the person elected will be asked to complete the questionnaire at the time of election.

### **Equal Opportunities**

The University is committed to a policy and practice which require that entry into employment with the University and progression within employment should be determined only by personal merit and by the application of criteria which are related to the duties of the particular appointment and the relevant stipend or salary structure. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital status, race, ethnic or national origin, colour, or disability. If an employee considers that he or she is suffering from unequal treatment on grounds of sex (including gender reassignment), marital status, race, ethnic or national origin, colour, or disability, he or she may make a complaint which will be dealt with through the agreed procedures for dealing with grievances. Further information can be found at <http://www.equality.admin.cam.ac.uk/>

### **Information if you have a Disability**

The University's recruitment and selection procedures follow best practice and the requirements of the Disability Discrimination Act. Fair selection for employment is based on the ability or potential ability of an applicant to carry out the duties of the post and decisions on appointments are based on the merit and suitability of the candidate. If you have a disability you are invited to request any special arrangements you may require for interview, or adjustments you may anticipate would be needed in your working arrangements, at the point of application. However, the University recognises that you may prefer to forward this information if and when you are called for interview and you may do so at that stage without prejudice, if you prefer.

For additional guidance and information, applicants can contact the University's Disability Resource Centre either by telephone on 01223 332301, by email on [ucamb-disability@lists.cam.ac.uk](mailto:ucamb-disability@lists.cam.ac.uk) or by post to DRC, Keynes House, Trumpington Street, Cambridge, CB4 1QA

### **Residence**

Officers are required to reside within 20 miles of Great St Mary's Church; application can be made to the General Board for permission to live outside this limit through the Head of Department and Chairman of the Faculty Board of Clinical Medicine.



### CAMBRIDGE

- Local Discounts
- Cambridge Festival of Ideas
- Cambridge Science Festival
- Open Cambridge

### TRAVEL TO WORK

- CAMBens Cycle/Cars
- Travel to Work Loan
- Trains(season ticket)
- Uni4 bus discount

### RELOCATION ASSISTANCE

- Relocation Expenses
- Accommodation Service
- Newcomers Service

### FAMILY-FRIENDLY

- Childcare
- Service Leave / Flexible Working
- Career breaks
- Nurseries / play schemes
- Returning Carers Scheme

### FINANCIAL

- CAMBens discounts
- Payroll giving
- Shared Equity Scheme
- Contribution Rewards

## Employee Benefits

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

### CAMBRIDGE BIOMEDICAL CAMPUS

- Frank Lee Leisure and Sports Centre
- Concourse / shops / restaurants

### RECREATION

- University Sports
- University Social Club
- College Entry
- Local Attractions

### CAREERS

- Study / sabbatical leave
- Unpaid leave
- Careers Service

### WELLBEING and HEALTH

- Health Cash Plans
- BUPA/Dental Discount
- Eye Test
- Occupational Health
- Counselling Service
- Mentoring
- Chaplaincy
- CamBens Gym

### TRAINING AND DEVELOPMENT

- Institute for Continuing Education
- Personal Development