Appointment of
The Professorship of Data Science and Healthcare Improvement

The Healthcare Improvement Studies Institute (THIS Institute), Department of Public Health and Primary Care

UNIVERSITY OF CAMBRIDGE

Perrett Laver

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A warm welcome

From Professor John Danesh

Head of the Department of Public Health and Primary Care

Thank you for your interest in this Professorship of Data Science and Healthcare Improvement in the Department of Public Health and Primary Care at the University of Cambridge. This new post will be based in The Healthcare Improvement Studies (THIS) Institute, a leading research centre funded by the Health Foundation with a remit to build the evidence base for improving quality and safety in healthcare.

One of Europe's leading university centres of population health sciences, our department is a large and innovative multidisciplinary hub for research and education. The department was a key part of the University of Cambridge's submission in population health sciences to the Research Excellence Framework 2021, ranking among the two top centres in the UK.

Addressing pressing challenges that matter to patients, the public, clinicians, and policy-makers, our work is distinctive for its use of "team science" to tackle grand challenges. We lead and co-lead multiple international and national initiatives, cross-sectoral research partnerships and collaborations. We have methodological and disciplinary strengths across the range of population sciences research, from discovery-focused molecular epidemiology through to applied health services research using quantitative and qualitative methods. We offer excellent training and educational programmes at all levels, from undergraduate and Master's courses and multi-disciplinary PhD programmes through to Academic Clinical Fellowships and mentorship of emerging researchers.

We now wish to recruit an outstanding individual to the Professorship of Data Science and Healthcare Improvement, based in THIS Institute. We seek a distinguished academic who can advance THIS Institute's mission to build the evidence for improving quality and safety in healthcare.

A research leader with an exceptional track record evidenced through internationally excellent publications, you will have skills in data science relevant to research to improve quality and safety in healthcare. You will have the vision, leadership experience and enthusiasm to develop and maintain a world-class, highly innovative research programme. Actively contributing to advancement of the field, you will have responsibility for designing and directing high impact studies, will identify and secure research funding, and will lead teams of multidisciplinary researchers. You will create strategic partnerships, working collaboratively with a range of stakeholders, including NHS organisations, patient and public groups, and charitable and civil society organisations.

You will benefit from an outstanding academic environment with excellent colleagues, a thriving, innovative, multidisciplinary research programme, and very successful education and training programmes.

I hope that you will consider joining our Department. I and my colleagues, including Professor Mary Dixon-Woods (Director of THIS Institute and Deputy Head of the Department of Public Health and Primary Care (**mary.dixon-woods@thisinstitute.cam.ac.uk**) would be delighted to speak with you to discuss the opportunity in more detail.

Yours sincerely

John Danesh DPhil, FRCP, FMedSci

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The role and academic environment

The role

The Department of Public Health and Primary Care wishes to appoint a researcher with a distinguished academic track record in the field of data science applied to healthcare improvement to provide outstanding leadership in building the evidence base for improving quality and safety in healthcare.

Based in The Healthcare Improvement Studies (THIS) Institute, the Professor of Data Science and Healthcare Improvement will lead original and innovative research of the highest calibre and will foster the development of a vibrant and productive research culture. Leading programmes of research of national and international importance, you will make significant contributions to the intellectual development of the area of healthcare improvement studies and advance scholarship in this key area. You will form collaborations with academic and clinical partners and with world-leading centres in health data science at Cambridge and beyond. You will secure funding and publish research of internationally excellent quality that results in real-world impact. You will have a key role in developing research capacity, and provide leadership for education and training in the Department and the School of Clinical Medicine more broadly. As a senior academic leader in the Department, you will demonstrate superb organisational citizenship. You will ensure and role-model the highest standards of academic practice, including high quality programme management, supervision, and development of research staff. You will benefit from collegial relationships and collaborations across the Department, as well as across the School of Clinical Medicine, the University, and externally.

Image © University of Cambridge

A world-class academic, you will have an outstanding record in research and research leadership, a strong track record in teaching, training and capacity-building, and a proven ability to work collaboratively across organisations, disciplines and sectors and to communicate effectively with NHS partners and stakeholders. With an established background in a relevant area – such as, for example, statistics, epidemiology, machine learning, or health informatics – you will have an understanding of the challenges of making change in complex socio-technical systems, and will have significant expertise in the use of routinely collected healthcare data to support actionable improvement in healthcare.

If appointed, you will be an independent University-employed academic, responsible to the Director of THIS Institute and to the Head of the Department of Public Health and Primary Care.

Image © The Healthcare Improvement Studies Institute

Departmental academic environment

You will benefit from an outstanding academic environment in one of Europe's leading university departments of population health sciences. We have internationally recognised strengths across quantitative and qualitative methods, cohort studies, molecular epidemiology, public health, primary care, and clinical, social and behavioural sciences, health services research and healthcare improvement research. This is a setting with particular strengths in health data science, creating multiple opportunities for collaboration and a thriving intellectual environment for advancing the field.

The Department is organised into four major units, defined by shared activities and infrastructure:

- The Healthcare Improvement Studies Institute: **https://www.thisinstitute.cam.ac.uk/**

- Cardiovascular Epidemiology Unit: **http://www.phpc.cam.ac.uk/ceu/**

- Centre for Cancer Genetic Epidemiology: **http://ccge.medschl.cam.ac.uk/**

- Primary Care Unit: **http://www.phpc.cam.ac.uk/pcu/**

The department's work is supported by major grants from a range of funders, including a major investment (£42.5 million) by the Health Foundation in THIS Institute, in which this post is based. Other key strategic partnerships and funders include Health Data Research UK, the British Heart Foundation, Cancer Research UK, the Medical Research Council, the National Institute for Health and Care Research (NIHR), NHS Blood and Transplant, the Wellcome Sanger Institute, the NHS, multiple charities, and industry. Within Cambridge, the Department works closely with the NIHR Cambridge Biomedical Research Centre, Heart and Lung Research Institute, Cambridge Cancer Centre, Health Data Research UK, and MRC Units in Biostatistics and Epidemiology, as well as many other collaborators across the University.

The Department is values-driven and committed to equality, diversity and inclusion. It engages in high quality public engagement and patient and public participation. The Department has a strong emphasis on organisational and academic citizenship, with leadership and administrative duties shared equitably and appropriately among colleagues.

Strategic context for the new Professorship

Data science is a strategically important area for the University of Cambridge. The School of Clinical Medicine already has a strong infrastructure in place for discovery-focused research using data science. A corresponding focus on how digital data can be instrumented as a means of supporting health systems in improving the quality and safety of care is now being developed. The recruitment of a Professor of Data Science and Healthcare Improvement is a strategic opportunity to further expand significantly existing capability and expertise, open up activity in new and emerging areas (including, as an example, use of data science to detect and address inequalities and inequities in healthcare) and lead the continued growth of this research priority area in the University. The new Professorship in Data Science and Healthcare Improvement will provide strategic leadership for the development of this work, based in THIS Institute – a highly innovative research centre funded by the Health Foundation, currently hosting around 60 staff and students.

THIS Institute's mission, as outlined in its **current strategy** is to co-create a highly credible and actionable evidence base for improving quality and safety in healthcare, working collaboratively with patients, staff and other stakeholders to conduct a bold and imaginative, high quality research programme. Addressing priority questions for patients, carers and NHS staff and the healthcare system at large, THIS Institute's work is organised around **three priority themes (Fig 1):** characterising improvement challenges, developing possible solutions and interventions to support improvement, and evaluation.

Theme	Focus	Added value	Outputs
Characterisation	• Detecting issues of quality and safety • Investigating problems • Coming up with shared visions • Identifying candidate solutions • Rationalising and prioritising recommendations • Identifying possible ethical challenges	• Including diverse perspectives • Sourcing ideas at scale • Valuing lived expertise	• Deep understanding of problems and how they might be solved • Candidate approaches for development and testing • Identification of implementation and de-implementation challenges
Development	• Co-designing solutions and interventions • Investigating implementation strategies • Developing methods, theories and concepts	• Convening and incorporating multiple views • Tools and methods, including online modalities • Making improvement easier	• Intervention specifications • Evaluation plans • Improvements to infrastructure for delivery and data collection
Evaluation	• Identifying what works, what doesn't and why (outcome and process evaluation) • Iteratively improving interventions and implementation strategies • Testing and refining methods, theories, and concepts	• Infrastructure for data collection • Tools for rapid evaluation and feedback	• Proven interventions and supporting guidance • Frameworks for evaluation • Cumulative learning scalable to other areas

Assets for healthcare improvement and improvement research

All work underpinned by attentiveness to equity, inclusion and diversity

Fig 1: THIS Institute's priority themes

The new Professor will be expected to lead the development a programme of research that could align with at least of one of THIS Institute's priority themes – for example, by using routine data and other sources to identify and understand quality and safety problems, generate candidate solutions, and evaluating the effectiveness of interventions using rigorous study designs and with attention to equity, inclusion and diversity throughout (noting that study of patient-focused interventions, including apps or other interventions aimed at changing patient behaviour, are generally out of scope).

The new professor will also have the opportunity to contribute to THIS Institute's **asset-building efforts**. To date, these efforts include, as an example, the development of Thiscovery, an online collaborative platform. Thiscovery is designed to enable researchers to connect with NHS staff, patients and wider stakeholder to co-create evidence. It provides a mechanism to engage large, diverse communities across geographies, at speed, and with rigour to deliver actionable insights for real-world change, and is rich in opportunities for the development of innovation in data science. Thiscovery has a key role in tackling the challenge that many improvement efforts in the NHS lack scalability, generalisability and longevity, linked to related to the often small-scale and time-limited nature of many of these efforts, lack of a participatory ethos, insufficient access to relevant expertise, and absence of high quality evaluation.

Building on the achievements of Thiscovery, examples of where the new Professor might have an academic leadership role lie in two further assets under development at THIS Institute: 1) a learning health system model and 2) improvement research communities. Originally proposed by the US Institute of Medicine, learning health systems seek to leverage the capabilities of electronic health records and other digital resources to generate new knowledge that can facilitate improvements in quality, safety, and value. A particularly exciting evolution of the model is seen in the NYU Langone initiative to use rapid randomised trials to test pragmatic ideas for systems improvements.

THIS Institute aims to explore this approach in a UK context as well as extending the model to further innovations. Linked to the learning health system initiative, THIS is also developing a further novel infrastructure – improvement research communities – to enable large-scale co-creation of evidence. Hosted on Thiscovery, the communities will enable NHS patients and staff to contribute at multiple points in the learning system. The communities will provide a coordinating mechanism for large-scale projects that can mobilise talent, skills, ideas, and diverse forms of expertise and capacity to meet the need for generating evidence at scale, and create the infrastructure for collaborative multicentre studies focused on healthcare improvement. Both assets will offer potential opportunities for data science leadership.

More broadly, the new Professor will be part of a thriving ecosystem of education and research in data science across multiple disciplinary areas. Groups providing leadership in data science in the University include (but are not limited to) the Cambridge Centre for Data-Driven Discovery, the University Statistical Laboratory, the Cambridge Centre for Artificial Intelligence in Medicine, and the EPSRC-funded Cambridge Centre for the Mathematics of Information in Healthcare.

Within the School of Clinical Medicine, health data science is growing rapidly in significance and activity as the digitisation of healthcare records and advances in data linkage create new research opportunities. Cambridge is a founding partner of the Alan Turing Institute, established in 2015, contributing several Turing Fellows in health data science. In 2018, Cambridge was selected as one of the six original sites of Health Data Research UK (HDR UK), a national institute for health data science renewed with a £72 million award in 2023 that has helped to foster important collaborations between the School of Clinical Medicine researchers and the NHS. In 2019, Cambridge was awarded a further £5 million to mobilise genomic, e-health records, and other data related to inflammatory bowel disease in a HDR UK Data Research Hub.

The NIHR Biomedical Research Centre (BRC), the main vehicle for translational research at the School of Clinical Medicine, was renewed in 2022 with a £86 million award, with the Department providing leadership for the BRC's Data Science and Population Health theme, focused on biostatistical methodology, cohorts, and clinical informatics. With multiple cross-linkages and collaborations, the theme includes strategically-guided development of Cambridge University Hospital's £200 million Epic-based IT system (recognised as a "Global Digital Exemplar" by NHS England) for research.

The MRC Biostatistics Unit continues to lead extensive research programmes in statistical 'omics and data-driven methods to improve population health, trial design and analysis. Other infrastructures include the Cambridge-Baker Initiative for Systems Genomics, a £5 million international partnership launched in 2018 that seeks to improve disease prediction and aetiological understanding using computational approaches, and an Associate Professorship in Transfusion and Transplantation Data Science funded by NHS Blood and Transplant.

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Teaching and training

Our Department takes great pride in its contributions to academic capacity-building. It provides excellent training and educational programmes at undergraduate and graduate levels. Many doctoral students are supported by prestigious awards from the research councils, NIHR, major charities, and other funders.

The Department has a leading role in running a highly regarded Master's course in Population Health Sciences, in partnership with the MRC Epidemiology Unit and the MRC Biostatistics Unit. Offering students specialist streams of study, including Health Data Science, Global Health, Epidemiology, Infectious Disease, Public Health, and Primary Care Research, the course attracts candidates from across the world. Additional opportunities come from the University of Cambridge's leading roles in competitive national PhD programmes (e.g. HDR UK / Wellcome, Turing Institute) in health data science.

The Department contributes to pre-clinical medical education in multiple areas including epidemiology, social contexts of health and illness, research methods and statistics, professionalism, primary care, public health, and end-of-life care. We play a major role in the teaching of clinical medical students, running the General Practice course with placements in around 200 practices across the Eastern region.

The Department also hosts Specialised Foundation Programme trainees, NIHR Academic Clinical Fellowships and NIHR Clinical Lecturers in general practice, palliative medicine, and public health. A proud achievement is our contribution to national and international capacity-building; many trainees from Cambridge have assumed leadership positions elsewhere.

Training and research capacity-building in health data science in the Clinical School more broadly has expanded in recent years. In 2020, Cambridge co-founded a Wellcome PhD Programme in Health Data Science, a £3 million joint HDRUK/Turing initiative. The very successful new MPhil programme in Population Health Sciences, mentioned above, features a stream in Health Data Science, following the award of funding by HDR UK. In 2019, the Cambridge Centre for Artificial Intelligence in Medicine received £7 million from GSK and AstraZeneca, principally for joint PhD initiatives.

Expectations of the new Professor

The Professor of Data Science and Healthcare Improvement will have the responsibilities for research, teaching and training, and academic and organisational citizenship as follows:

Research

You will produce original and innovative research of the highest calibre and will foster the development of a vibrant and productive research culture. Leading programmes of research, of national and international importance, you will advance knowledge in the area of data science and healthcare improvement.

- Establish and provide strategic leadership for data science applied to improving quality and safety in healthcare, consistent with THIS Institute's mission, strategy and strategy.

- Publish original research of internationally excellent quality.

- Communicate effectively about your research, ensuring relevance and impact and contributing to public and policy understanding.

- Ensure the highest standards of academic practice, including high quality programme management, supervision and development of research staff.

- Create thriving networks of collaborators, including with University colleagues, NHS patients, clinicians, managers and policy-makers to advance scholarship in the area of data science applied to healthcare improvement.

- Create research connectivities with the NHS, both nationally and locally – for example with Cambridge University Health Partners and its constituent organisations (Cambridge and Peterborough NHS Foundation Trust, Cambridge University Hospitals NHS Foundation Trust, Royal Papworth Hospital NHS Foundation Trust, and Anglia Ruskin University).

- Contribute to and support innovations in capability-building, including through pursuit of funding opportunities.

- Make a substantial contribution to ensuring the impact of THIS Institute's work, for example through public engagement activities and through policy influencing and supporting curation of research impact (e.g. through case studies).

- Enhance the university more generally, supporting the profile of Cambridge in the area of health data science nationally and internationally.

Teaching and training

- Contribute to the Department's educational mission through providing academic leadership for organisation, development, delivery, and assessment of teaching and training for the various programmes in operation, and to the training and development of researchers more generally.

- Provide leadership for building research and scholarship capability in health data science and healthcare improvement.

- Design and develop innovative approaches to the learning experience of students with the intention of challenging thinking, fostering debate, and encouraging the development of intellectual reasoning and rigour.

- Recruit and train PhD students.

- Provide high quality supervision of students on taught programmes as well as those registered on doctoral programmes.

- Undertake University examining as may be required and to act as an external examiner for other institutions.

Academic and organisational citizenship

- Consistently demonstrate a commitment to equality, diversity and inclusion.

- Undertake senior-level managerial/ administrative responsibilities in THIS Institute and the Department, including leadership of relevant portfolios/committees, and where appropriate making a contribution to the School of Clinical Medicine.

- Role model excellence in all aspects of conduct and behaviour and foster a highly collegial environment.

- Participate in key committees, including for example review boards for academic appointments and promotions.

- Provide mentorship and advice to peers and colleagues for the development of the Department and undertake tasks at School level.

- Lead and manage research and teaching staff, supporting them in their role and their wider career development through coaching, mentoring, peer support and appraisals.

- Make contributions to the vision and leadership of THIS Institute and the Department more broadly.

Resources for the role

You will be offered:

- A salary and research start-up package to be negotiated at the time when the post-holder has been elected.

- An environment of outstanding graduate students and post-doctoral scientists.

- Access to administrative support and professional services (e.g., finance, HR etc.).

- Access to relevant research networks across the University, broader Cambridge ecosystem, and beyond.

- A highly collegial environment where senior academics actively support one another.

- Potential opportunity to hold a professorial fellowship at a college. Although election to a fellowship is a matter for individual colleges, the University takes active steps to draw to the attention of Heads of College the names of those professors eligible for election.

Your qualities and achievements

With the vision, experience and enthusiasm to develop a significant research presence in data science and healthcare improvement, you will provide intellectual leadership that contributes to the advancement of knowledge. You will be a world-class academic with an outstanding research record in the area of health data science relevant to improving quality and safety in healthcare.

You will have an established international profile, a record of securing and significant research funding, and a proven ability to lead interdisciplinary research initiatives. You will be experienced in establishing and leading highly effective collaborations to deliver ambitious and impactful programmes of research, with particular strengths in collaborations with healthcare organisations and systems.

You will embody an ethos of continuous professional development and will be committed to education and capacity-building at all levels. You will have demonstrated your ability to present complex ideas clearly and succinctly to diverse stakeholder groups, including at national and international conferences.

With a higher degree/PhD level in a relevant area, you will have an established a bibliography of high quality research publications of a standard suitable for return to the Research Excellence Framework.

Person specification

You will be considered for the Professorship on the basis of the following selection criteria, which you should address in your application.

Criteria

Essential

- PhD in data science, statistics, epidemiology, machine learning, health informatics, or a cognate area.

- Strong evidence of collegiate team working with internal colleagues and with external partners.

- Vision and enthusiasm to develop a leading research presence at the University of Cambridge, with clear and ambitious plans for future research that are consistent with THIS Institute's strategy.

- Significant experience and proven ability in developing research proposals, bidding for and securing external research funding, as well as excellent award management skills.

- An outstanding record of research outputs of international stature.

- A strong track record in appointing, supervising and developing early and mid-career researchers through to research independence.

- Experience of managing research staff or teams, including staff development and the successful supervision and management of staff and students.

- Experience of providing academic leadership for the organisation, development, delivery and assessment of teaching and training programmes.

- Excellent interpersonal and communication skills and the ability to manage and interact effectively with staff and students at all levels.

- Proven ability to persuade and influence at all levels to secure positive and collaborative working relationships across complex institutional boundaries.

- An enthusiastic commitment to the recruitment, teaching, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows.

- Commitment to creating and promoting an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity.

- A commitment to organisational "good citizenship", including contribution to senior management of the Department.

- A track record of effecting and evidencing real-world impact.

Desirable

- Higher education teaching accreditation at (at least) Associate Fellow or Fellow level, or in the process of obtaining accreditation.

- Sustained high quality contribution to the scholarship of teaching and learning and/or pedagogic innovation in population health data science, including epidemiology.

- Senior editorial positions in high-impact, internationally refereed academic and professional journals/publications.

- Experience of serving on research grant funding committees at the national and/or international level.
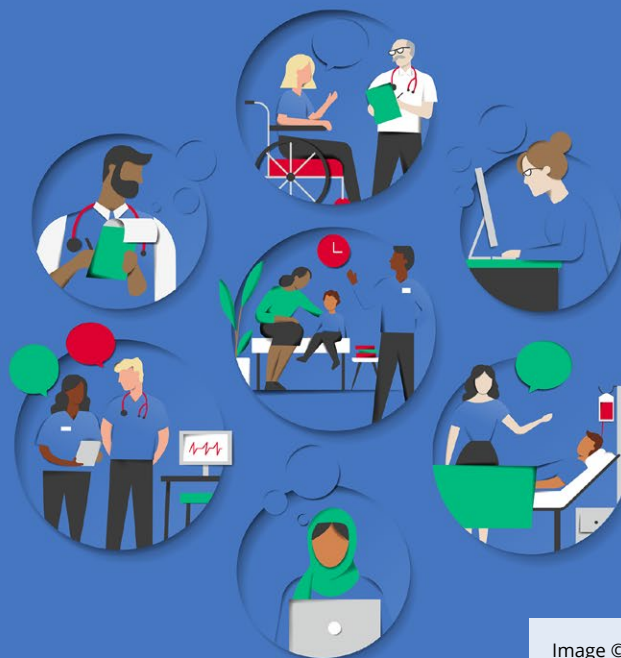
Terms of appointment

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

Salary

Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University's salary spine for grade 12, taking into account the criteria for the respective contribution band. Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

Tenure

Appointments are to the retiring age for established academic positions.

Working pattern

The appointment is full-time.

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 has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

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/**

College membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Further details about a Professorial Fellowship are set out below.

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here, p. 679: **https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf**

Removal expenses

If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

Consultancy work

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact them at **www.enterprise.cam.ac.uk**

Professorial fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw the attention of Heads of House to the names of those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: **https://www.ois.cam.ac.uk/uto-scheme**

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. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure. 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.

Health declaration - Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. Only the person elected will be asked to complete the questionnaire, at the time of election.

References – References will be requested prior to the final meeting of the Board of Electors.

Please note references are not required from your current employer.

Equal opportunities

The University of Cambridge appoints solely on merit. 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 or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

Equality, diversity and inclusion

We particularly encourage women and candidates of minority ethnicity 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: **https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff**

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.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on: **mw425@admin.cam.ac.uk**

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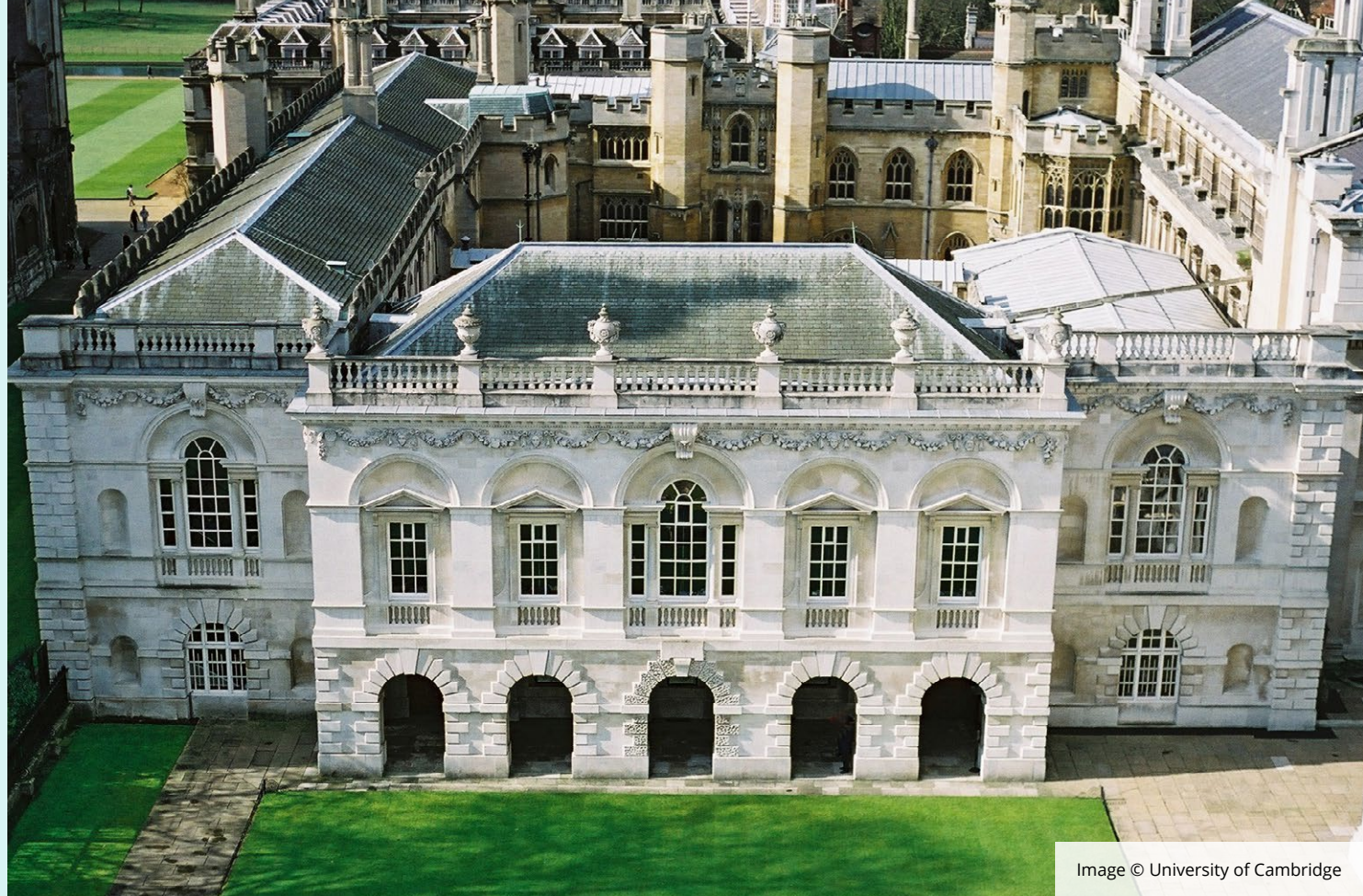
The University of Cambridge

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.

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 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 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.

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

• freedom from discrimination

Image © University of Cambridge

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, those of minority ethnicity, 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, the 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/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. 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 per cent discount rate on the **purchase of train season tickets, bulk buy tickets** and an interest-free travel to work loan are also available for staff of the University.

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and 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 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 Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: **https://www.postdocacademy.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. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

College membership

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in College accommodation.

The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Most colleges expect their fellows to take part in student supervision, pastoral support and College administration. Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from The Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: **https://www.ois.cam.ac.uk/uto-scheme**

How to apply

Applications should be made no later than 09:00 BST on Monday 10ᵗʰ July.

Applications should include:

A covering letter explaining:

- Your motivation to apply for the post

- Your vision for the role and research plans

- How your research and other interests would align with THIS Institute and the wider Department, University, and health and research ecosystem around Cambridge;

- How you meet the criteria for the role

A full curriculum vitae, together with:

- A 2-3 page summary

- A full publication list, with your top 10 contributions clearly highlighted

- A full list of grants and other funding, with principal investigator/co-investigator status clearly identified

Application is by submission of a curriculum vitae and a covering letter of application, addressing the job description and person specification. Completed applications should be uploaded at **https://candidates.perrettlaver. com/vacancies/** quoting reference **6605**.

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.

If you have any queries regarding the application process please contact Urvashi Ramphul on **urvashi.ramphul@perrettlaver. com** or +44 (0)20 7340 6280.

*We work to ensure that our recruitment processes are as inclusive as possible to everyone. This includes making adjustments for people who have a disability or long-term condition. If you would like us to make adjustments during the application process, please contact Esther Elbro at the following email address: **Esther.Elbro@ perrettlaver.com**. If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via the following email address: **accessibility@ perrettlaver.com**.*

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Privacy Policy

Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Department to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 January 2024 or as soon as possible thereafter.

Informal Enquiries

Informal enquiries about this Professorship are welcomed and should be directed to:

Professor Mary Dixon-Woods, Deputy Head, Department of Public Health and Primary Care, and Director, THIS Institute.

Email: mary.dixon-woods@thisinstitute.cam. ac.uk

Contact
One Embassy Gardens,
8 Viaduct Gardens,
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