The Professorship of Systems Genomics and Population Health

Department of Public Health and Primary Care

Closing date: 27 September 2022
RH32739:
A WARM WELCOME
FROM PROFESSOR JOHN DANESH
HEAD OF DEPARTMENT OF PUBLIC HEALTH AND PRIMARY CARE

Thank you for your interest in this professorship in Department of Public Health and Primary Care at Cambridge University.

One of Europe’s leading university departments of population health sciences, the Department is distinctive for its multidisciplinary character and research strengths across quantitative and qualitative methods. This diverse expertise is crosslinked in “team science” efforts that tackle grand challenges.

Our Department was a key part of Cambridge University’s submission in population health sciences to the Research Excellence Framework 2021, and was ranked among the two top submissions in this discipline among participating UK universities.

Underpinned by major programme grants and awards, our Department enjoys exceptional opportunities arising from its strategic partnerships. They include the British Heart Foundation, Health Foundation, Health Data Research UK, NIHR Biomedical Research Centre, NHS Blood and Transplant, Wellcome Sanger Institute, industry, and policy-makers at local, national and international levels.

The Department is home to enviable population and clinical research resources in both high-income and low- and middle-income countries, including global consortia, deeply-characterised cohorts, and randomised trials.

A source of particular pride is the excellent training and educational programmes we offer at all levels, from undergraduate and master’s courses and multi-disciplinary PhD programmes to Academic Clinical Fellows and mentorship of emerging senior scientists.

We now wish to recruit an outstanding individual to this new professorship. We seek a distinguished academic who can engage with Cambridge’s major existing strengths in this strategically important area.

You will benefit from an outstanding academic environment, which includes among its many assets the Cambridge-Baker Initiative in Systems Genomics, Health Data Research-Cambridge, and NIHR Cambridge Biomedical Research Centre.

I hope that you will consider joining our Department. I would be delighted to speak with you in order to discuss the opportunities in more detail.

Yours sincerely

John Danesh DPhil, FRCP, FMedSci
BHF Professor of Epidemiology and Medicine
Department of Public Health and Primary Care

Background to the role

The Department of Public Health and Primary Care (DPHPC) wishes to appoint a researcher with a distinguished academic track-record in the field of system genomics with a population health focus.

You will make significant contributions to the intellectual development of the broad discipline of health data science, and will have a key leadership role in developing scholarship and research capacity.

You will lead the design and delivery of high-quality programmes of research and teaching. You will build productive collaborations with academic and clinical partners and maintain and extend existing networks, and will obtain external funding for exciting and innovative collaborative research programmes. You will provide leadership for teaching and training within the Department and beyond. As a senior academic leader in the Department, you will demonstrate excellent organisational citizenship.

You will be a world-class academic, with 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. You will be an independent University-employed academic, responsible to the Head of the Department of Public Health and Primary Care.

Strategic fit of this new professorship

A key element of the Department’s strategy is health data science, an exciting
interdisciplinary frontier at the boundary of population health sciences, clinical sciences, computer science, life sciences, and biostatistics.

An increasingly important domain in health data science is systems genomics at population scale, involving molecular characterisation and innovative integrative analyses of population and patient cohorts with information across multiple biological domains (e.g., genomics, transcriptomics, proteomics, metabolomics, and organ imaging etc).

The concept is to achieve novel insights into the understanding, prediction, prevention and management of complex conditions through studying this unprecedentedly detailed multi-scale information.

The field of systems genomics is progressing rapidly, unlocking previously hidden insights by leveraging the maturation of large population “biobanks”, emergence of high-throughput “multi-omic” assay technologies, and the increasing availability of advanced analytical methods, including those based on artificial intelligence.

During coming decades, this area of research is expected to continue to grow considerably as a central focus of activities at Cambridge University and beyond.

You will be a pivotal driver of this strategy by providing local, national and international thought leadership in this area.

**Departmental academic environment**

You will benefit from an outstanding academic environment in one of Europe’s leading university departments of population health sciences. The ~400-member Department of Public Health and Primary Care is a multidisciplinary hub that tackles major health research challenges. It has 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.

Underpinned by major programme grants and awards, the Department of Public Health and Primary Care enjoys exceptional opportunities arising from its strategic partnerships, including those with the Wellcome Genome Campus, Health Data Research UK, NIHR Biomedical Research Centre, NHS Blood and Transplant, the Health Foundation, industry, and policy-makers at local, national and international levels.

The Department is values driven, 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.
Department’s research themes and clusters

The Department is organised into several major research clusters, defined by shared activities and infrastructure:

- **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/
- **THIS (The Healthcare Improvement Studies) Institute**: https://www.thisinstitute.cam.ac.uk/
- **Major components of the NIHR BioResource for Translational Research**: https://bioresource.nihr.ac.uk/

You will be based in one of these clusters, depending on your area of research specialism.

You will have research interests aligned with one or more of the major cross-cutting themes of research across the Department listed below.

- **Biological basis of disease**: The goal is to identify and evaluate causal risk factors for selected major diseases, including cardiovascular disease, cancer, diabetes, and other age-related conditions, thus providing foundations for novel prevention, early detection and therapeutic strategies.

- **Early detection of disease, risk prediction and screening**: The goal is to develop and evaluate approaches that can cost effectively enhance the diagnosis, early detection, prediction and control of chronic disease outcomes.

- **Chronic disease control**: The goal is to develop and evaluate ways to prevent, control and manage chronic conditions in primary care, including stroke, dementia, heart failure, diabetes, and cancer.

- **Health services research**: The goal is to provide high quality evidence for making improvements in quality, safety, and experience of care.

- **Primary care**: The goal is to undertake world-class research and teaching in primary care to improve the health of individuals and populations across the lifespan, and reduce health inequalities.

- **Global health**: The goal is to help provide context-specific solutions to control the epidemic of chronic diseases in low- and middle-income countries, and to advance understanding of disease by leveraging the striking heterogeneity of environmental, behaviour and genetic exposures in these populations.

- **Behaviour and health**: The goal is to develop interventions that can be implemented at scale to target behaviours that contribute most to premature, preventable death worldwide, years lived in poor health and health inequalities, including consumption of food and alcohol, smoking and low physical activity.

You will also be expected, where appropriate, to develop wider collaborations across the School of Clinical Medicine and University.
Examples of departmental strengths specific to this professorship
You will enable major new initiatives as well as catalysing, expanding and cross-linking multiple existing efforts, including:

Cambridge-led population biobanks and consortia: In recent years, more than 100,000 participants have been recruited into Cambridge-led national population biobanks that have recorded multiple layers of biological, behavioural and clinical information through use of multi-omic technologies and linkages with high-resolution e-health records.

Furthermore, more than 100,000 additional participants have been recruited into such population biobanks in South Asia, with Cambridge investigators co-leading these efforts in partnership with local investigators. Also, Cambridge investigators co-lead major global consortia of biobanks, comprising >10 million participants from cohorts in dozens of countries.

You will help mobilise and lead the study of these major resources, opening new lines of enquiry and funding, and contributing to societal benefits.

Cambridge-Baker Systems Genomics Initiative: Launched in 2018 in partnership with Australia’s Baker Heart and Diabetes Institute, the Cambridge Baker Systems Genomics Initiative is a £3.5 million partnership to improve disease prediction and aetiological understanding using computational approaches in combination with multi-omic data. You will help secure the long-term leadership of this strategic partnership.

Health Data Research-Cambridge: In 2018, Cambridge was selected as one of the six original sites of Health Data Research UK (HDR UK), a £150 million national institute for health data science. Cambridge provides national leadership for HDR UK in its “molecules to health records” theme.

You will strategically augment Cambridge University’s national and international leadership in this area, positioning it for new collaborations and funding sources while increasing high quality outputs and impacts.

Health data science efforts in the NIHR Cambridge Biomedical Research Centre (BRC): The BRC is the main vehicle for translational research at the Clinical School, renewed in 2022 with an overall £86 million award.

DPHPC provides leadership for the BRC’s Data Science and Population Health theme, focused on biostatistical methodology, multi-purpose cohorts, and clinical informatics, including 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 purposes.

You will contribute expertise and leadership in your field to the BRC.
Teaching and training

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

The Department has a leading role in running a highly regarded Masters courses in Population Health Sciences, run 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 Cambridge University’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 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.

Resources for the role

You will be offered:

- A 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 rich data sources to facilitate research endeavours in system genomics and population health.
- Access to administrative support and professional services (e.g., finance, HR etc.).
- Access to relevant research networks across the University, the broader Cambridge ecosystem, and beyond.
- A highly collegial environment where senior academics actively support one another.
- Salary to be negotiated at the time when the post-holder has been elected.
- 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.

Expectations of the new professor

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 your area of specialistism.

You will be expected to:

- Establish and provide strategic leadership for systems genomics with a population health focus, consistent with the Department’s overall mission, strategy and objectives and in
alignment with one of the Department’s four major research clusters.

- Collaborate with colleagues in the Department, the wider University and the NHS to support and strengthen the academic discipline of health data science.
- Publish original research of internationally excellent quality
- Communicate effectively about their 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.

Teaching and training

- Provide leadership for building research and scholarship capability in health data science, with a focus on systems genomics at population scale.
- Contribute to and support innovations in capability-building, including through pursuit of funding opportunities.
- 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.
- 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 PhD students and 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

- Undertake senior-level managerial/administrative responsibilities in the Department, including leadership of relevant portfolios/committees, and where appropriate making a contribution to the School of Clinical Medicine.
- Contribute to the development of teams and individuals through excellent role modelling, participation in 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.
- Foster collegiality through role-modelling.
- 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 the Department.
- Consistently demonstrate a commitment to equality, diversity and inclusion.
Your qualities and achievements

You will be considered for the Professorship on the basis of the selection criteria listed in the table on the next two pages, which you should address in your application.

In particular, you will have an outstanding research record of international stature in the field of systems genomics with a population health focus, an established international profile, and a strong academic reputation. Your expert advice, guidance and opinion will be sought on matters in their specialist subject area.

With the vision, experience and enthusiasm to develop a significant research presence, you will provide intellectual leadership that contributes to the advancement of knowledge. You will engage with colleagues in the Department and the wider University, with leading academics outside Cambridge, and with leaders in the field of healthcare and society more generally.

You will have considerable experience of establishing and leading highly effective collaborations to deliver ambitious and impactful programmes of research.

You will have experience of building research capacity in health data science and systems genomics at both individual and organisational levels.

You will embody an ethos of continuous professional development and be experienced in designing and developing innovative material for teaching to both undergraduate and postgraduate students.

You will have demonstrated your ability to present complex ideas clearly and succinctly to national and international conferences.

With a higher degree/PhD level in a relevant specialist subject area, you will have been an active participant in a previous national Research Excellence Framework (or equivalent) exercises and have an established bibliography of research publications, including journal contributions and books.
Person Specification

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

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
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<tr>
<td>PhD in a relevant area</td>
<td>✓</td>
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<td>Strong evidence of collegiate team working with internal colleagues and with external partners</td>
<td>✓</td>
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<td>Vision and enthusiasm to develop a leading research presence at Cambridge University, with clear and ambitious plans for future research</td>
<td>✓</td>
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<td>Significant experience and proven ability in developing research proposals, bidding for and securing external research funding, as well as excellent award management skills</td>
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<tr>
<td>An outstanding record of research outputs of international stature</td>
<td>✓</td>
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<tr>
<td>A strong track record in appointing, supervising and developing early and mid-career researchers through to research independence</td>
<td>✓</td>
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<td>Experience of managing research staff or teams, including staff development and the successful supervision and management of staff and students</td>
<td>✓</td>
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<td>Excellent interpersonal and communication skills and the ability to manage and interact effectively with staff and students at all levels</td>
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<td>Proven ability to persuade and influence at all levels to secure positive and collaborative working relationships across complex institutional boundaries</td>
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<tr>
<td>An enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows</td>
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<td>Commitment to creating and promoting an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity</td>
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<td>A commitment to organisational “good citizenship”, including contribution to senior management of the Department</td>
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<td>A track-record of effecting real-world impact (such as improvements in health or healthcare) through research</td>
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<tr>
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<td><strong>Education</strong></td>
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<td>Higher education teaching accreditation at Associate Fellow or Fellow level, or in the process of obtaining accreditation</td>
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<tr>
<td>Sustained high-quality contribution to the scholarship of teaching and learning and/or pedagogic innovation in health data science, including systems genomics</td>
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<tr>
<td>Senior editorial positions in high-impact, internationally refereed academic and professional journals/publications</td>
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<tr>
<td>Experience of serving on research grant funding committees at the national and/or international level</td>
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The 12,000-person Cambridge Biomedical Campus is the largest centre for health sciences and medical research in Europe. It includes the School of Clinical Medicine, one of the UK’s leading medical schools. Home to approximately 2800 staff and 800 medical and postgraduate students located in 21 departments and associated Institutes, the School’s annual research grant income is about £120m.

The Cambridge Biomedical Campus also accommodates the 1100-bed Addenbrooke’s Hospital, a research-intensive NHS Foundation Trust”. The £165m 310-bed Royal Papworth Hospital, the UK’s largest cardiothoracic centre, opened on the Cambridge Biomedical Campus in 2019.

Also located on the campus are the Medical Research Council’s Laboratory of Molecular Biology (10 Nobel Prizes), AstraZeneca’s new £500m global research headquarters, and GlaxoSmithKline’s sole Clinical Research Facility worldwide.

The Cambridge Heart and Lung Research Institute opened in 2022, accommodating the DPHPCment’s Cardiovascular Epidemiology Unit and providing exciting opportunities for interdisciplinary research that span genomics, population health, and clinical and mechanistic science.

Other major strengths of the campus (and wider ecosystem) relevant to this post include two quantitative MRC Units (Epidemiology and Biostatistics) and the Wellcome Genome Campus, which hosts the Wellcome Sanger Institute and the EMBL-European Bioinformatics Institute.

There is more information about the Clinical School and Cambridge Biomedical Campus at www.medschl.cam.ac.uk.
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.

Headship of the Department
Should a Professor be appointed to the Headship of a Department, a pensionable payment is made in addition to salary.

Recruitment Incentive
The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor’s discretion.

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 and more details about college membership are provided in a separate section of this document.

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

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/system/files/documents/guidance-for-applicants.pdf

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/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: 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
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.
University of Cambridge

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.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019
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/](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/relocation. 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 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 a College.

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 undergraduate supervision 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/utoscheme/guidance-for-applicants/view
How to Apply

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than: 27 September 2022.

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.

If you have any queries regarding the application process please contact: Dr Gosia Wloszycka at: professorships@admin.cam.ac.uk and/or mw425@admin.cam.ac.uk

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 2023 or as soon as possible thereafter.

Informal Enquiries

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

Professor John Danesh, Head, Department of Public Health and Primary Care
Email: john.danesh@phpc.cam.ac.uk